

DONNAFUGATA®

Sustainability
report
2024



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Letter to Stakeholders

Dear Stakeholders,

2024 has been a year of consolidation for Donnafugata, a pathway on which we have continued to combine tradition with innovation and sustainability. It is with great pride that we present to you our 2024 Sustainability Report, a document that outlines our commitment to a more responsible future that respects the land, people and the environment.

This year we have achieved important goals, product of our desire to keep improving. We have implemented new strategies to reduce environmental impact, invested in enhancing human capital, and strengthened our ties with local communities. Our vision is clear: sustainable agriculture that protects biodiversity and preserves natural resources, while guaranteeing the excellence of our wines.

Our journey towards sustainability began years ago and continues to evolve. We have taken tangible steps to reduce our carbon footprint, adopted innovative technologies for the efficient use of resources, and promoted an inclusive and inspiring work environment for our employees. This commitment is reflected in the results that we share in this report, fully aware that transparency and accountability are key tools for continuous improvement.

We look to the future with enthusiasm and determination, conscious of the fact that sustainability is a collective challenge. The contribution you make, as customers, suppliers, institutions and partners, is essential for us to continue building together a production model that combines quality, innovation and respect for our planet.

Thank you for your trust and support. Sharing our progress and ambitions with you motivates us to keep improving.

We hope you find it an interesting read.

The Rallo Family and the Donnafugata Team

Donnafugata's identity

About us

Donnafugata (hereafter also “the Company”) was founded in Sicily by a family whose passion and farsightedness have reshaped the style and perception of Sicilian wine at international level. Giacomo Rallo, heir to a winemaking tradition going back over 170 years, established the company in 1983 alongside his wife Gabriella, pioneer of Sicilian viticulture. Today, their children Josè and Antonio continue to tread the same path, leading a team that constantly strives for excellence. With Gabriella Favara, the sixth generation of the family has now joined the business.

The name Donnafugata is inspired by the novel “The Leopard” by Tomasi di Lampedusa, set in the hills of Contessa Entellina where the company first began producing its wine.

Here are the main stages in the evolution of Donnafugata.

In 1989, Donnafugata expands on the island of Pantelleria, famous for the Zibibbo grapes grown on terraces supported by dry lava stone walls using the traditional “alberello” head-trained bush technique. Here it begins producing Ben Ryé, a Pantelleria passito now regarded as one of the world's finest dessert wines.

In 1990, Josè and Antonio Rallo become the fifth generation of the family to join the company, giving further impetus to the company's growth path.

In 1993, Donnafugata enthusiastically joins the “Movimento Nazionale del Turismo del Vino” (National Wine Tourism Movement), opening its wineries to the public and promoting the culture of quality wine through guided tours and tastings. Today, every year over 29,000 visitors choose to discover the company's wines through unique sensory experiences.

1995 marks another key milestone: the first vintage of Mille e una Notte, a wine born from a collaboration between Giacomo Rallo and well-known wine expert Giacomo Tachis. This label represents a turning point for Donnafugata, establishing itself as an icon of Italian excellence and a standard bearer for lovers of long-lived, collectable wines.

In 2001, Donnafugata builds its first photovoltaic system for the production of energy from renewable sources.

Donnafugata has continued to innovate since 2002, blending wine with music in the Donnafugata Music & Wine project, a multi-sensory experience that combines different wines with different pieces of music. This format has been taken to prestigious venues such as the Blue Note in New York and the Acropolis Museum in Athens. The project has also led to the production of three music albums, available on Spotify.

In 2016, Donnafugata expands further with two new estates, one on Mount Etna and one in Vittoria, to promote the extraordinary diversity and native grape varieties of Sicilian soil, and the uniqueness of the wines it produces.

Vision and mission

Donnafugata is a continuously evolving family business, an ambassador of Italian craftsmanship and creative excellence. Its philosophy combines quality, tradition and innovation with the aim of promoting Sicilian wine in the world.

Situated in the heart of the Mediterranean, Sicily is a wine-growing region with extraordinary potential. Donnafugata champions its diversity by cultivating its vineyards in very different settings.

Donnafugata focuses close attention on high-quality small-batch wines produced by select vineyards, adopting an artisan approach from the vineyard to the winery that deeply respects both the environment and biodiversity. Every bottle stands out for its unmistakable style in which elegance, pleasure and uniqueness come together in perfect harmony. The iconic designer labels, notable for their artistic and feminine style, give additional value and identity to the wines, turning them into an experience that involves both taste and sight.

Donnafugata considers it an integral part of its mission to collaborate and team up with fellow producers, fostering the promotion and growth of the Sicilian and Italian wine sector at international level.

Donnafugata focuses on sustainability, adopting good responsible practices from the vineyard to the winery and through to support for the land, culture and people, actively contributing to the achievement of nine Sustainable Development Goals (SDGs)¹ in line with the targets of the UN 2030 Agenda for Sustainable Development.

¹ The Sustainable Development Goals (SDGs) are a set of 17 global targets adopted by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development. These goals aim to end poverty, protect the planet and ensure prosperity and peace for all through an integrated approach that balances economic growth with social inclusion and environmental protection.

Wines and vineyards

Donnafugata cultivates its vineyards on land overlooking the sea, in hilly terrains and in mountain environments, boasting four estates and a historic winery. The company embraces this diversity by seeking the best possible combination of territories and grape varieties, from the western Sicilian estates of Contessa Entellina and the island of Pantelleria, to eastern Sicily with the estates of Vittoria and Etna.

5 wineries

452 hectares of vineyards

10 native varieties

CONTESSA ENTELLINA

330 hectares of vineyards
19 grape varieties
10 districts
14 hectares of olive groves

PANTELLERIA

56 hectares of vineyards
11 grape varieties
16 districts
8 hectares of olive groves

ETNA

33 hectares of vineyards
4 grape varieties
8 districts
3 hectares of olive groves

VITTORIA

33 hectares of vineyards
2 grape varieties
3 districts
3 hectares of olive groves



Marsala

The historical wineries of Marsala represent the beating heart of the company's production activity. Built in 1851, they have preserved their typical Mediterranean "baglio" architecture, the charming inner courtyards decorated with citrus and olive trees. Here, tradition goes hand-in-hand with innovation: vinification takes place using technologies that respect the natural characteristics of musts and wines, with ageing in steel, cement or wood according to production requirements. One distinctive feature of the winery is the underground barrique cellar, dug into the tuff rock, which provides the ideal environment for ageing in wood, optimising energy consumption.

Special attention is paid to fine wines such as Mille e una Notte, Tancredi, Angheli and Chiarandà, which are aged in carefully selected French oak barriques to enhance the sensory characteristics of each wine.

Contessa Entellina Estate

Nestled among the hills of Contessa Entellina, in the heart of western Sicily, the 330 hectares of Donnafugata vineyards², located at an altitude of between 200 and 500 metres above sea level, are divided into 10 districts and a cru (a vineyard from which only one wine is made), the Vigna di Gabri. The Mediterranean climate, with dry, breezy summers and significant temperature fluctuations, contributes to the quality of the grapes. The company cultivates no less than nineteen varieties, including both native grapes - such as Lucido (also known as Catarratto), Ansonica, Grillo and Nero d'Avola - and international grapes such as Chardonnay, Cabernet Sauvignon, Merlot, Syrah and Petit Verdot. Iconic wines like Mille e una Notte are produced here.

In addition to the vineyards, Donnafugata also cultivates 14 hectares of olive groves with native varieties, producing the Milleanni extra virgin olive oil.

Pantelleria Estate

In 1989 Donnafugata launched an ambitious production project based on the concept of “heroic viticulture” on the volcanic island of Pantelleria. On the island of sun and wind, Donnafugata cultivates 56 hectares of vineyards³ distributed across 16 districts with different soils and microclimates. The flagship grape variety is the Zibibbo, which to withstand the particularly windy climate is grown using the traditional Pantelleria “alberello” head-trained bush technique, a practice inscribed on the UNESCO World Heritage List.

Its products include Ben Ryé Passito di Pantelleria DOC, regarded as one of the finest dessert wines in the world. In addition to the vineyards, Donnafugata cultivates 8 hectares of olive trees of the Biancolilla cultivar, from which a delicate extra virgin olive oil is produced.

Etna Estate

On the northern slopes of Etna, Europe's tallest active volcano, Donnafugata cultivates 33 hectares of vineyards⁴, spread over 8 districts of the DOC zone, at an altitude of between 600 and 750 metres above sea level. Here, thanks to the sandy soils rich in minerals, it produces mountain wines with a volcanic and Mediterranean character. The main native varieties cultivated include Carricante and Nerello Mascalese, which are grown on terraces with dry lava stone walls, inscribed on the UNESCO list of intangible cultural heritage. The Randazzo winery, located in Etna park, is the production centre of iconic wines such as Etna Rosso DOC Contrada Marchesa and Etna Rosso DOC Fragore. The estate also produces extra virgin olive oil from the Nocellara Etnea olive.

Vittoria Estate

In south-eastern Sicily, Donnafugata cultivates 33 hectares of vineyards⁵ in the Acate area. Here, on sandy and chalky soils, the Nero d'Avola and Frappato grapes produce smooth, fragrant and floral red wines. This is the production site of the prestigious Floramundi Cerasuolo di Vittoria DOCG, Bell'Assai Frappato di Vittoria DOC and Contesa dei Venti Nero d'Avola di Vittoria DOC wines, aged exclusively in steel and in the bottle to enhance their fruity and floral personality. This estate also produces extra virgin olive oil from the Tonda Iblea olive.

² Source: production declaration for the 2024 harvest.

³ Source: production declaration for the 2024 harvest.

⁴ Ibid.

⁵ Ibid.

Business model and stakeholders

From vine to glass

The company covers the entire chain, from the cultivation of grapes, acquired both from its own properties and leased land, to the production and marketing of quality wines. Winemaking takes place in the company's wineries, while the processing of olives for the production of extra virgin olive oil is outsourced to third-party mills.

Donnafugata wines are marketed both nationally and internationally, the distribution network expanding to over 60 countries. In Italy, the wines are distributed via a network of agents mainly to restaurants and wine shops, as well as through modern channels and e-commerce, which give the company direct access to end consumers. Outside of Italy, distribution takes place through a network of importers. The logistics process is centralised in the Marsala winery, which manages the storage and distribution of products for sale.



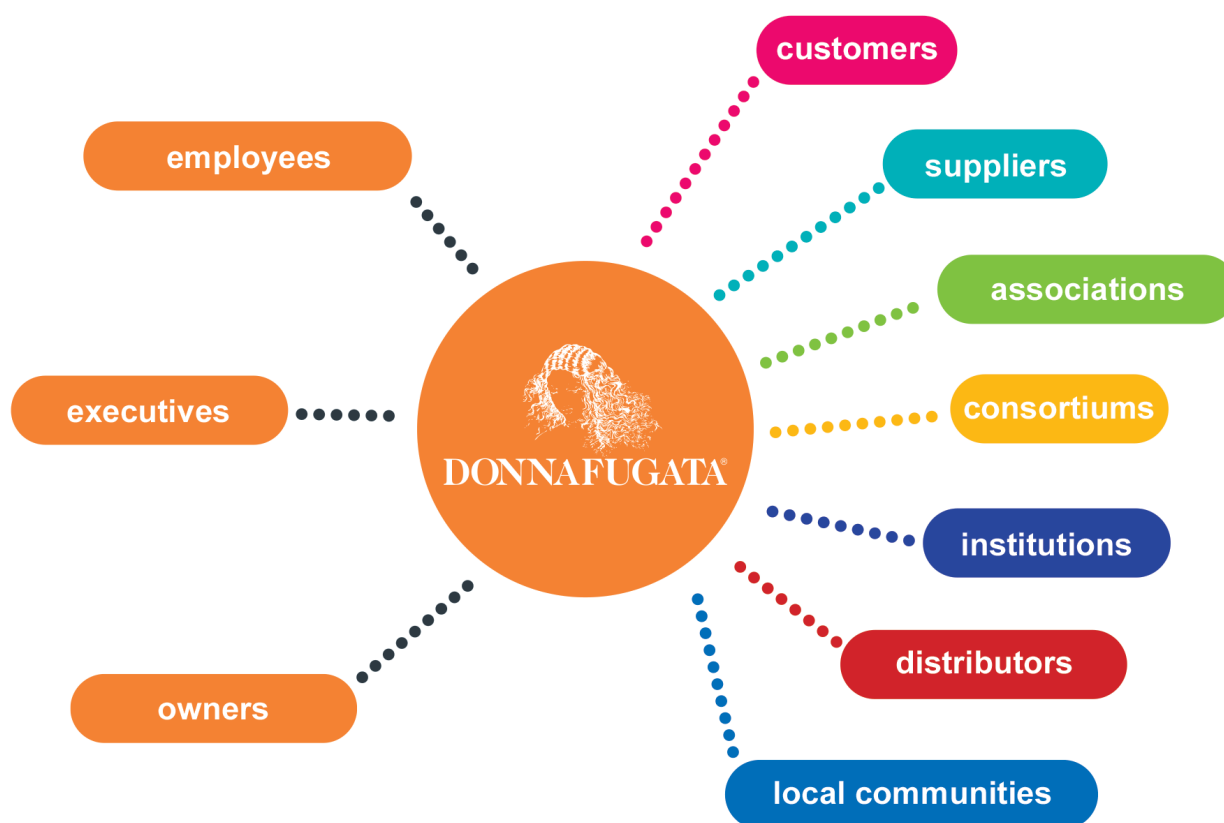
Donnafugata offers a wide range of cultural, music and hospitality services that enrich the wine experience. Wine tourism is central to the company philosophy with guided tours available throughout the year in the historic wineries of Marsala, Randazzo, Pantelleria and Vittoria, where visitors can become familiar with the winemaking and ageing process, tasting the wines directly at their production sites. Wine tourism events, such as Calici di Stelle and Cantine Aperte, held at all company sites, strengthen the bond between the brand and wine enthusiasts by offering a complete experience that celebrates Sicilian excellence through wine, art and the land.

Stakeholder map

Stakeholders play a key role in determining the success and sustainability of the business. Donnafugata interacts with a diverse network of actors, ranging from employees to suppliers, customers, distributors, associations, consortiums, institutions and local communities. These, in turn, influence and are influenced by the company's activities, contributing to the growth, reputation and innovation of the brand.

Internal stakeholders

External stakeholders



Donnafugata's sustainability path

Donnafugata's approach to sustainability

Donnafugata has prioritised sustainability for over 30 years, integrating it in all of its production phases – from the cultivation of vines to packaging and through to human resource management – via a set of principles that combine responsible farming practices with energy efficiency and the protection of biodiversity.

This strong commitment to sustainability is not only limited to the adoption of an ethical approach, but is also reflected in the company's transparent and rigorous reporting process. To this end, it complies with the international reporting guidelines of the Global Reporting Initiative (GRI) and the provisions of the European Corporate Sustainability Reporting Directive (CSRD) with regard to identifying the most relevant material topics for its activities. As well as enabling it to monitor its progress, this approach also allows Donnafugata to provide its stakeholders - customers, partners and local communities - with reliable and comprehensive information on the sustainability path it has undertaken.

Main SDGs

In March 2022, Donnafugata conducted its first materiality analysis to identify the most relevant sustainability issues for its internal stakeholders. The results were organised according to the framework of the UN 2030 Agenda, identifying nine Sustainable Development Goals (SDGs) on which the company focuses its efforts and strengthening its sustainability strategy in the process.

Industry, innovation and infrastructure (SDGs 9 and 13)



Donnafugata constantly monitors the energy efficiency of its business processes, measuring its energy consumption per litre of wine processed. The adoption of advanced technologies and the performance of an energy analysis enable it to develop innovative corporate infrastructures with the aim of optimising the use of energy resources.

End hunger and promote sustainable agriculture (SDG 2)



For more than a decade Donnafugata has adopted environmentally sustainable company management methods (Sicily Rural Development Programme - PSR Sicilia 10.1.b) through agricultural practices aimed at preserving the ecosystem, reducing the impact of plant diseases and mitigating the effects of environmental stresses, such as drought, while preventing soil erosion. A key indicator of its contribution to the protection of biodiversity is the management of natural areas not cultivated with vineyards.

Responsible consumption and production (SDGs 12 and 13)



In 2022 Donnafugata strengthened its commitment to sustainable vineyard management and the more efficient use of natural resources by introducing new agro-environmental practices. The same year, the company acquired Sistema di Qualità Nazionale di Produzione Integrata (National Integrated Production Quality System - SQNPI) certification attesting to its responsible approach to viticulture.

Affordable and clean energy (SDGs 7 and 13)



One of the company's first sustainable decisions was to produce energy from renewable sources and to adopt good practices for the reduction of energy consumption and CO₂. In 2002 the company started self-producing part of the energy it requires thanks to a series of photovoltaic systems, which today generate more than 300 kW. Donnafugata continues to invest in renewable energy today, focusing in particular on the Contessa Entellina and Marsala estates where electricity consumption is highest.

Decent work and economic growth, gender equality (SDGs 8 and 5)



The continuous training and wellbeing of its employees have always been important priorities for Donnafugata. One of the company's most distinctive traits is its strong female presence with women holding 40% of leadership positions (executive and middle management roles) within the organisation.

Sustainable cities and communities (SDG 11)



Through initiatives dedicated to the protection of the landscape and the promotion of culture, Donnafugata actively supports local communities and collaborates with prestigious institutions. These include the FAI – Fondo per l'Ambiente Italiano (Italian National Trust), of which it is Corporate Golden Donor, and the Scuola Normale Superiore di Pisa, which it has supported for over 20 years by funding the "Giuseppe Nenci Award", named after the distinguished archaeologist and scholar of Ancient Sicily.

Life below water (SDGs 13 and 14)



To combat the pollution of the sea and watercourses, Donnafugata takes part in various initiatives aimed at recovering waste before it reaches the sea. In fact, Donnafugata was the first company in the world to use the Nomacorc Ocean closure, produced by recycling plastic collected in coastal areas and otherwise destined to finish up in the ocean. The principles of the circular economy are therefore combined with those of environmental sustainability.

Certification and initiatives in which Donnafugata has participated

Donnafugata has been committed to acquiring quality certification for more than twenty years, setting out on a path of continuous improvement in 2000. By adhering to strict European and international standards and protocols, it is committed to guaranteeing the highest levels of environmental protection, the optimisation of natural resources and consumer protection.

Since 2000, Donnafugata's production rules for the Marsala, Contessa, Pantelleria and later the Randazzo sites have been brought together in a quality system, obtaining ISO 9001:2015 - Quality Management Systems certification, while in 2004, the entire estate conformed with the standards of ISO 14001:2015 - Environmental Management Systems certification, guaranteeing the implementation of an environmental management system aimed at reducing the impact of production activities on nature, improving efficiency in the use of resources.

In 2006 Donnafugata completed the EMAS⁶ (Eco-Management and Audit Scheme) registration process for all of its production sites, another step towards a responsible production process that respects biodiversity and natural resources, through the tracking of eight environmental indicators and the drafting of an Environmental Declaration, which makes its sustainability objectives and results public.

Since 2011 Donnafugata has adopted Good Agricultural Practices⁷ (GAP) and extended its Quality and Environmental Management System to the vineyards, obtaining ISO 22000 Food Safety certification at the Marsala, Contessa and Pantelleria sites, and undertaking to obtain certification also for the Randazzo and Acate sites during 2025.

In 2018, the Contessa Entellina site acquired ISO 50001:2018 - Energy Management Systems certification, attesting to the adoption of an organisational model aimed at improving energy efficiency, reducing consumption and CO₂ emissions; in 2021 this certification was transferred to the Marsala site. To achieve this goal, Donnafugata has invested in energy-efficient machinery and an advanced monitoring system capable of analysing and optimising consumption in each production area.

In 2021 Donnafugata reiterated its commitment to Environmental, Social and Corporate Governance Sustainability by joining the SOSTain Foundation, a sustainability programme dedicated to Sicilian viticulture, which includes ten minimum requirements. These include VIVA certification, promoted by the Italian Ministry of Ecological Transition, which measures the sustainability of the wine supply chain through four key indicators: water footprint, soil impact of agronomic management, environmental footprint, and the analysis of the link between the wine and the land.

Materiality analysis

During this year's reporting process, Donnafugata performed a double materiality assessment in compliance with the EU Directive on corporate sustainability reporting, which was subsequently validated by Donnafugata's top management.

Double materiality analysis is the process used to identify both the main impacts generated by the company and the entire value chain on the environment, people and society, and, at the same time, the external risks and opportunities that affect the business. This strategic tool plays a key role in optimising the company's strategy, enabling the company to respond effectively to growing stakeholder expectations and align with regulatory developments.

Stages of analysis

Context analysis and identification of ESG issues

The first phase involved an in-depth analysis of the internal and external context in which Donnafugata operates. From this survey, a long list of potentially material topics was developed according to a top-down approach, taking the list of topics and subtopics in paragraph AR 16 of the ESRS 1 as a reference, in accordance with the EU reporting guidelines. This process made it possible to identify material impacts, risks and opportunities (IRO), considering both the upstream and downstream value chain of the company, as well as the reference time horizon.

⁶ The Eco-Management and Audit Scheme, EMAS, is a voluntary European environmental management tool that enables companies and other organisations to assess, report and improve their environmental performance. To obtain EMAS registration, an organisation must implement an environmental management system, conduct regular audits and publish an environmental statement certified by an accredited verifier.

⁷ Good Agricultural Practices (GAP) are a set of principles, regulations and techniques aimed at ensuring sustainable, safe and quality agricultural practices. These practices aim to optimise the use of natural resources, reduce environmental impact, protect the health of workers and ensure food safety throughout the supply chain.

Assessment of ESG issues

Through the strong involvement of the corporate figures responsible for ESG issues, each potentially material topic was subject to a quantitative assessment. Two scores were assigned to each topic, one relating to the likelihood of it occurring and another to the magnitude of the impact, risk or opportunity, rated on a scale of 1 to 4.

In the “impact materiality” analysis, the impacts were classified according to two criteria: positive or negative, actual or potential. The magnitude of the impacts was calculated through the arithmetic mean of three factors: scale, scope and irremediable character (the latter only for negative impacts). With regard to “financial materiality”, the magnitude of risks and opportunities was determined by considering the maximum value between the financial effect and the estimated reputational effect.

The final score assigned to each IRO topic was obtained by multiplying the probability of occurrence by the magnitude, with a maximum attainable value of 16.

To define the numerical materiality threshold, the maximum scores obtained from the analysis were taken into account. Accordingly, the materiality threshold was set at 4.5 for risks and opportunities and 8 for impacts. The topics that exceeded these thresholds were considered material.

Validation of material topics

The final phase involved the validation of the material topics by the company’s key internal stakeholders via a dedicated survey. Continuous dialogue with these stakeholders enabled the company to integrate their views in its corporate strategies, strengthening shared value and alignment with the sustainability goals.

The double materiality assessment made it possible to identify material topics for Donnafugata and understand their impacts, risks and opportunities. In this Sustainability Report, the focus is mainly on material impacts and providing a clear vision of their implications for the company. Below are ten material topics, resulting from the reworking of fourteen ESG subtopics, identified on the basis of the list in paragraph AR 16 of ESRS 1, in accordance with the EU reporting guidelines. In the appendix it is possible to see the link between the ESRS subtopics and the new denominations.

Material topics according to impact assessment

Pillar	Material topics	SDG	Description
Environment	Climate change mitigation	 	Optimise the management of own operations and those of the entire value chain to minimise environmental impact, with particular focus on reducing greenhouse gas emissions.
	Energy		Guarantee the implementation of effective energy consumption reduction measures through investment in renewable energy sources such as photovoltaic systems.
	Water	 	Guarantee the sustainable management of water resources by optimising water withdrawals and discharges in grape growing and wine bottling processes.
	Biodiversity	 	Adopt biodiversity protection and soil conservation practices aimed at improving soil microbiome and preserving the ecosystems in which Donnafugata operates.
	Circular economy and waste		Make efficient use of resources and optimise waste management to reduce environmental impact, constantly focusing on resource inflows and outflows.
Social	Working conditions	 	Guarantee Donnafugata employees safe working conditions, with suitable working hours and salaries, promoting the work-life balance and protecting freedom of association.
	Equal treatment and opportunities for all	 	Promote an inclusive work environment where all workers have equal training and skills development opportunities, guaranteeing fair treatment and pay for work of equal value.
	Community relations	 	Support the economic, social and cultural rights of the community through initiatives aimed at fostering the development of the territory, contributing to the local economy also through the company's wine tourism activities, and promoting the production of typical wines in Italy and worldwide.
	Consumer protection and safety	 	Guarantee the safety and protection of consumers through clear and transparent product information and by encouraging informed and responsible consumption.
Governance	Corporate culture	 	Promote a business culture based on effective governance, disseminating values and ethical principles that strengthen stakeholder trust and enhance the company's reputation.

Our commitment to the environment

Climate change mitigation

Donnafugata is aware of the impact its activities can have on the climate and constantly strives to reduce its greenhouse gas emissions, adopting targeted strategies to limit both its direct emissions (Scope 1) and its indirect emissions from electricity consumption (Scope 2).

Scope 1 emissions, related to the use of fossil fuels for heating and the company fleet, are managed by improving energy efficiency and adopting solutions with lower environmental impact. The company is working to optimise its use of resources, reducing its dependence on carbon-intensive energy sources and evaluating more sustainable alternatives for mobility and production processes.

Regarding Scope 2 emissions, Donnafugata has taken a proactive approach to choosing its forms of electricity, prioritising certified renewable sources and investing in solar energy production. This commitment enables it to significantly reduce the impact of its activities, facilitating a production model that is increasingly focused on the energy transition.

The company continues to monitor its emissions with transparency and accountability, adopting mitigation strategies in line with global climate change targets and actively contributing to the sustainability of the wine sector.

Emissions - Scope 1	Unit of measurement	2024
Diesel for heating	tCO ₂ e	0,91
Methane		69,62
Diesel for fleet		338,04
Petrol		31,29
Total Scope 1 emissions		439,86

Emissions - Scope 2	Unit of measurement	2024
Location-based emissions	tCO ₂ e	425,17
Market-based emissions		83,16

Energy

Donnafugata takes a strategic approach to energy management with the goal of improving its energy efficiency and reducing the environmental impact of its activities. The company invests in renewable sources, optimises consumption and promotes sustainable practices throughout the production chain.

Direct energy consumption	Unit of measurement	2024
Diesel for heating	GJ	12,03
Methane		1.236,23
Diesel for fleet ⁸		4.790,10
Petrol		484,62
Other - Energy from solar panels		1.320,34
Total energy consumption		7.843,32

The energy consumption analysis highlights the importance of responsible resource management. In 2024 direct energy consumption amounted to 7,843.32 GJ, mainly deriving from the use of natural gas, diesel and petrol for the company's operations, but also from self-generated energy produced through photovoltaic systems.

A central aspect of Donnafugata's strategy is electricity consumption, which in 2024 came to 2,095,730 kWh, 95% of which from renewable sources. In addition, the company has developed a strong self-production capacity, generating 467,336 kWh of entirely renewable electricity through the installation of photovoltaic systems at the Marsala and Contessa Entellina sites. This energy not only meets part of the company's needs, it also contributes to the national grid with a share of self-generated and sold energy, strengthening Donnafugata's commitment to a sustainable energy model.

Electricity consumption (purchased + self-generated + consumed)	Unit of measurement	2024
Electricity	kWh	2.095.730
Of which from renewable sources		1.929.606
Total energy self-generated by the organisation	Unit of measurement	2024
Self-generated electricity	kWh	467.336
Of which from renewable sources		467.336
Self-generated and sold energy	Unit of measurement	2024
Electricity	kWh	100.576
Of which from renewable sources		100.576

Energy efficiency is a key objective for Donnafugata, as demonstrated by the energy intensity indicator of **0.50 kWh per litre of wine processed**, which is calculated and reported in the SoStain certification. This value underlines the company's focus on optimising its production processes, reducing waste and maximising energy efficiency.

⁸ Agricultural diesel was included in the calculation of diesel for the company fleet.

Dieser Wert unterstreicht den Einsatz des Unternehmens für die Optimierung der Produktionsprozesse, die Reduzierung von Energieverschwendung und die Maximierung des Energiewirkungsgrads.

Energy intensity	Unit of measurement	2024
Electricity consumption from purchased electricity / Total wine processed ⁹	kWh/litre of wine processed	0,50

In a climate of increasing emphasis on sustainability, Donnafugata continues to invest in innovative solutions to further improve its energy performance.

Focus: Investment in renewables

Within the framework of the 2023-2026 three-year programme, the “Rigenerazione vitivinicola verso l’innovazione e la sostenibilità” (Wine industry regeneration: innovation and sustainability) project involves investments of EUR 25 million to promote innovative and sustainable solutions in the wine sector, as well as to maximise the energy efficiency of the new plant and site that will be developed in Marsala. The scheduled activities for 2024 included the installation of a 218.88 kWp photovoltaic system in Marsala.

Water

Water is a key resource for Donnafugata, both for the cultivation of the vines and for the sustainability of the winemaking and ageing process. Operating in Sicily, a region with a hot and often arid climate, the company adopts advanced water management strategies to optimise water consumption and reduce waste. Techniques such as drip irrigation, the selection of drought-resistant native grape varieties, and soil moisture conservation through grassing make it possible to grow high quality grapes with reduced environmental impact. In extreme territories such as Pantelleria, where the famous Ben Ryé is produced, Donnafugata adopts the traditional Pantelleria “alberello” head-trained bush technique, a practice inscribed on the UNESCO World Heritage List, which allows the vines to survive without artificial irrigation, making the most of rainwater and natural humidity. The company is also committed to the responsible use of water at the winery, where it implements technologies for the recovery and treatment of wastewater.

The company acquires fresh water from various sources distributed across the five estates on which it operates: wells, rivers, land reclamation consortia, and municipal water supply networks. With regard to wastewater, the Marsala, Contessa Entellina and Pantelleria wineries have on-site purifiers. After treatment, in Marsala the purified water is fed into the sewage system, in Contessa Entellina it is fed into a surface water body (river), and in Pantelleria it is discharged via drainage ditches. As they consume less water, the wineries of Randazzo and Acate are equipped with Imhoff tanks¹⁰; the purified wastewater is discharged via drainage ditches.

⁹ The wine processed is the sum of the quantity of wine produced and the quantity of wine purchased.

¹⁰ Imhoff tanks are a primary wastewater treatment system consisting of an upper and a lower chambers: one for the sedimentation of solids and one for the anaerobic digestion of sludge. They are used in areas where there is no sewage system, reduce odours, and require regular maintenance.

Donnafugata also monitors its water consumption through VIVA's "Water"¹¹, which makes it possible to assess environmental impact and identify potential water management improvement actions.

Fresh water withdrawals	Unit of measurement	2024
Surface water	MI	180,968
Underground water		12,883
Seawater		1,901
Third-party water		12,295
Total water withdrawals		208,047

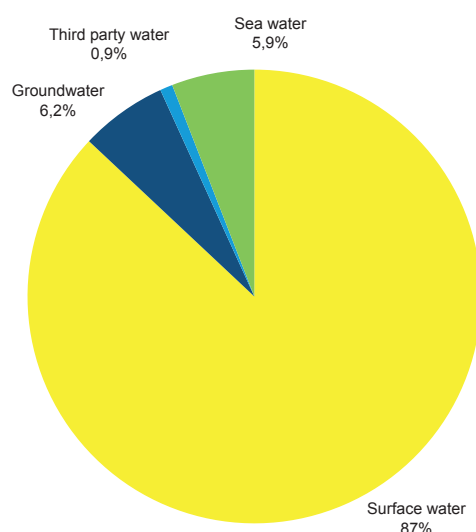
Fresh water discharges	Unit of measurement	2024
Surface water	MI	0,408
Underground water		9,223
Total water discharges		9,631

Fresh water consumption	Unit of measurement	2024
Total water withdrawal	MI	208,047
Total water discharge		9,631
Total water consumption		198,416

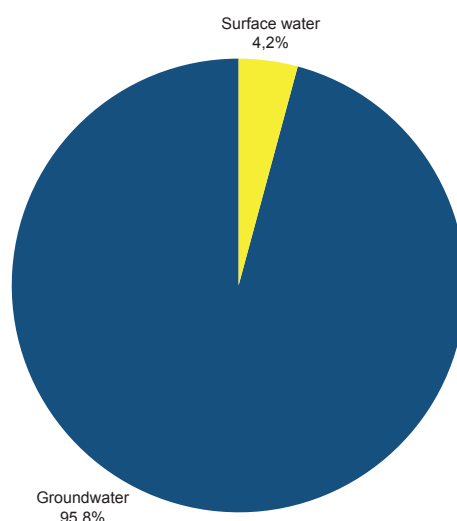
In 2024, the company withdrew 180.968 MI of surface water, representing **87%** of total withdrawals. This highlights the company's strong dependence on rivers and other surface water resources, making sustainable management essential for avoiding over-exploitation, especially in times of drought. The high net consumption compared to discharges alone is symbolic of the water efficiency strategies adopted by Donnafugata which aim to reduce discharges of water and optimise its use in the vineyard and winery.

¹¹ VIVA certification is a programme of the Italian Ministry of the Environment that assesses the sustainability of the wine supply chain through four indicators: air, water, vineyard and land. It measures the environmental, social and economic impact of wine production, promoting sustainable practices.

Water withdrawals



Water discharges



Biodiversity

Donnafugata recognises the fundamental value of biodiversity in the balance of ecosystems. For this reason, the company adopts agricultural and management practices aimed at minimising direct impacts on biodiversity, contributing to protecting the landscape and species present in its vineyards and surrounding areas.

Among the factors that directly impact biodiversity loss, agricultural activities can affect soil quality, the availability of water resources and the presence of native species. To mitigate these effects, Donnafugata prioritises low environmental impact cultivation techniques, reducing the use of pesticides, promoting integrated pest management and adopting regenerative farming practices that aid soil fertility and microbial biodiversity.

Its impact on the extent and condition of ecosystems is managed through the preservation of the agricultural landscape and the conservation of natural areas on the estates. The presence of buffer strips of wild vegetation, hedges and groves help maintain the ecological continuity between different habitats, preserving the balance between the production activities and the natural environment. The careful management of water resources and the use of native varieties also helps to reduce the alteration of local ecosystems.

With regard to impacts on the status of species, Donnafugata protects local wildlife and plants through the creation of environments that conserve biodiversity. The presence of flowering meadows and melliferous plants helps pollinating insects, which are essential for the health of the vineyards and surrounding ecosystems. The company also works with experts and institutions to monitor local wildlife and take measures to protect endangered species.

Donnafugata owns three wine wineries in areas of considerable environmental value. The sites of Randazzo on Etna, and Khamma and Barone in Pantelleria, are located entirely within protected areas.

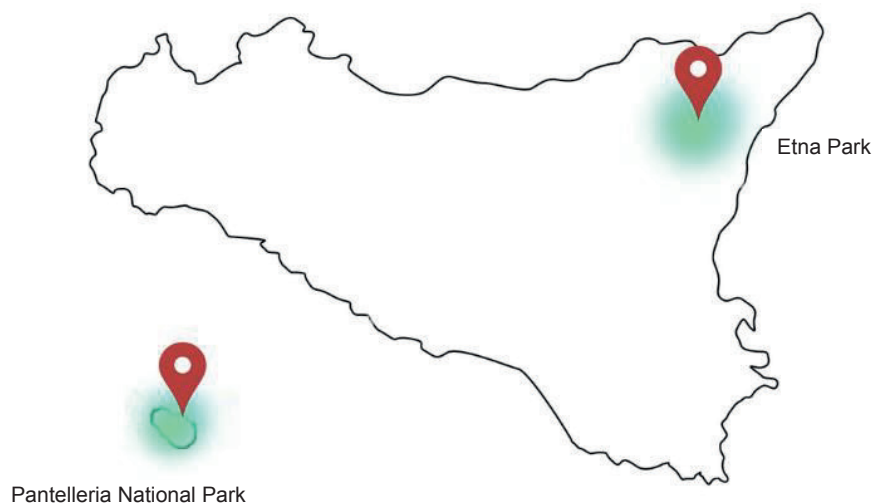
Site	Geographical location	Location in relation to protected area	Type of activity	Size of site in km ²	Name of protected site
Randazzo winery	37.87252, 14.98692	Within the protected area	Production	3	Etna park

Khamma winery	36.80582, 12.02155	Within the protected area	Production	5	Pantelleria national park
Barone winery	36.77195, 12.04183	Within the protected area	Production (manual work) for part of the year	12	Pantelleria national park

In these important ecological contexts, biodiversity is not just an element to be preserved, but a real source of additional value for the production of quality wine. The practices adopted in these territories demonstrate how it is possible to combine agriculture with the conservation of local ecosystems.

Donnafugata operates in two important national parks:

- *Etna Park*: this area, notable for its mineral-rich volcanic soils and unique biodiversity, is home to endemic plant and animal species. Vineyard management practices take account of the delicacy of the ecosystem, avoiding invasive agricultural practices that could alter the balance of the soil and wild plants.
- *Pantelleria National Park*: the island has typical Mediterranean vegetation and unique wildlife. Agriculture, in particular the Pantelleria “alberello” head-trained bush practice, is perfectly integrated in the environment, contributing to the preservation of the landscape and the protection of native species. The cultivation practices respect the natural resilience of the plants, reducing the use of water and chemical resources, and contribute to the coexistence between human activity and local biodiversity.



Donnafugata not only reduces its impact on the land, but is actively engaged in generating positive effects for the protection and enhancement of the soil. To achieve this goal, it has launched several projects focused on the conservation of biodiversity and the preservation of native varieties.

In Pantelleria, 5 hectares of olive trees of the Biancolilla cultivar have been recovered and grown on terraces. These trees, just over a metre tall and capable of extending up to 30 m², are a historical testament to agricultural resilience, adapting perfectly to the island’s extreme climatic conditions. In Contessa Entellina, Donnafugata manages a trial field where it cultivates 19 native varieties, including the precious Nocera heritage variety. Also on Pantelleria, 33 biotypes of Zibibbo from different areas of the Mediterranean were planted in 2010. This project aims to identify clones that are resistant to the island’s extreme conditions and capable of expressing their viticultural and wine producing potential in Pantelleria.

Circular economy and waste

Donnafugata manages its resource flows with an approach that is closely focused on sustainability and the circular economy. Inbound, it prioritises the use of raw materials with low environmental impact, such as recycled glass for the bottles and recycled plastic from coastal areas for the closures. As far as outflows are concerned, the company is committed to designing products and materials in line with the principles of the circular economy. The bottles, made from a high percentage of recycled glass collected in Sicily, are themselves recyclable. Made from recycled plastic, the closures contribute to reducing marine pollution.

Donnafugata also promotes the sorting and recycling of its packaging, informing consumers how to dispose of it properly.


To guarantee effective and responsible management processes, Donnafugata organises awareness-raising activities and specific training courses for staff, promoting sustainable practices and informed behaviours.

A central aspect of the company’s strategy is the recovery and reuse of waste, reducing its disposal in landfills. Thanks to specific contracts, certain materials, such as used printer ink cartridges, are returned to the manufacturers for their recovery, avoiding incineration.

To ensure compliant and transparent management, Donnafugata outsources waste disposal to specialist companies. Waste traceability is ensured through the “Prometeo Rifiuti” portal¹² which makes it possible to monitor loading and unloading activities, store historical data and analyse production trends over time. The adoption of these digital tools optimises environmental management, improving operational efficiency and strengthening the company’s commitment to an increasingly sustainable production model.

Waste generated	Unit of measurement	2024
Non-hazardous waste	tonnes	860,91
Hazardous waste		2,22
Total waste produced		863,13

 **99%** of total waste destined for recycling

 **81%** of disposed waste was treated through energy recovery processes

¹² The “Prometeo Rifiuti” portal is an online platform for the management and monitoring of the waste cycle in Italy. It is a tool that allows companies and operators in the sector to fulfil their legal obligations, in particular with regard to waste traceability.

Recovered waste	Unit of measurement	2024
Hazardous waste	tonnes	0
<i>Preparation for re-use</i>		0
<i>Recycling</i>		0
<i>Other recovery operations</i>		0
Non-hazardous waste		857,44
<i>Preparation for re-use</i>		0
<i>Recycling</i>		857,44
<i>Other recovery operations</i>		0

Waste disposed	Unit of measurement	2024
Hazardous waste	tonnes	2,22
<i>Incineration (with energy recovery)</i>		1,50
<i>Incineration (without energy recovery)</i>		0,72
<i>Landfill</i>		0
<i>Other disposal operations</i>		0
Non-hazardous waste		3,47
<i>Incineration (with energy recovery)</i>		3,11
<i>Incineration (without energy recovery)</i>		0,36
<i>Landfill</i>		0
<i>Other disposal operations</i>		0
Total waste		5,69

Focus: Sustainable packaging

Donnafugata is strongly committed to a sustainability path that involves the entire product life cycle, from the cultivation of the vines through to packaging, with the aim of reducing its environmental impact. In 2023 the company introduced Nomaticorc Ocean, the first wine closure made from recycled plastic from coastal areas at risk of ocean pollution. Damarino 2022 was the first wine in the world to use this innovative closure, representing a concrete example of the circular economy and symbolising the company's commitment to protecting the ocean.

At the same time, Donnafugata has further reduced its CO₂ emissions by collaborating with O-I Glass and the SOSTain Sicilia Foundation on the development of the "100% Sicily" bottle mainly made from glass collected and recycled in Sicily, and produced locally in the Marsala plant. This choice reduces the environmental impact of glass production and transportation. The new bottles have been used for several wines, including Anthilia 2023 and Lighea 2023, reiterating the company's sustainable approach. Taking into account the total number of 750 ml bottles used in 2024, 59% of these were lightweight.

Donnafugata's commitment to sustainability also extends outside of Italy: in foreign markets such as the United States and Canada, the company has introduced lighter bottles with screw caps, reducing packaging weight by up to 25%. This has made it possible to reduce the indirect CO₂ emissions related to trans-

sport, further improving the environmental impact of the supply chain.

The company also pays particular attention to secondary packaging; in fact, the majority of its boxes are FSC certified, further confirmation of its interest in the ecosystem and the responsible management of the forests from which the raw material used by Donnafugata originates.

Our people

Donnafugata’s success is based on the skills, passion and commitment of its people. To this end, the Company is committed to enhancing and improving the skills of its employees, promoting the development of individual expertise and encouraging greater responsibility in the management of activities. Through standards of conduct in employee relations, continuous training and an organisational culture based on respecting and embracing diversity, Donnafugata promotes the wellbeing of its employees and the professional growth of all.

Working conditions and equal opportunities for all

Our team

Donnafugata is committed to maintaining an inclusive working environment. On average, in 2024 the company workforce numbered 204 units, of which 161 men (79%) and 43 women (21%). Excluding the manual worker category, statistically male-dominated, the workforce is largely balanced between female staff (a total of 33 representing 49%) and male staff (35 representing 51%). These figures reflect the trend in the composition of the team, which also includes new hires and personnel changes during the year. With the workforce increasingly structured and qualified to meet the ever more pressing challenges of the market, in 2024 the company welcomed 7 new employees – 4 men and 3 women – mainly in Sales (Italy and abroad), Marketing and IT. The same number of employees left the company, which therefore registered a turnover rate of 3%. This figure represents a starting point for analysing the stability and balance of human resources, which continue to be a key asset for achieving the company’s sustainable growth objectives.

Recruitment and employee turnover	Unit of measurement	Men	Women	Total
Number of new hires	n	4	3	7
Employees who left the company		4	3	7
Hiring rate	%	2%	7%	3%
Turnover rate		2%	7%	3%

As is the case in most companies in the wine sector, Donnafugata also employs a significant number of seasonal workers, who represent an essential component of the workforce. In fact, the seasonal nature of wine production, linked to specific phases such as harvesting, pruning and other processes in the vineyard, makes the use of temporary labour to manage peaks in activity indispensable.

Almost all staff (97%) work full time with just a small percentage employed on part-time contracts.

Employees (number of persons)	Unit of measurement	Men	Women	Total
Total	n	161	43	204
Employees on permanent contracts		74	26	100
Temporary employees		4	9	13
Non-guaranteed hours employees		83	8	91

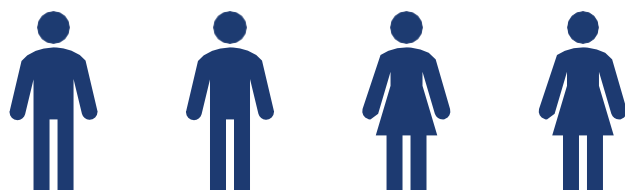
Employees (number of persons)	Unit of measurement	Men	Women	Total
Total	n	161	43	204
Full-time workers		157	40	197
Part-time workers		4	3	7

During the year, four employees, three men and one woman, took parental leave. With regard to minimum notice periods for operational changes, timeframes are established by the regulations in force.

Diversity

Since it was founded, with Gabriella Anca Rallo playing a lead role in the management of the company, Donnafugata has demonstrated its unwavering commitment to gender equality, guaranteeing equal rights, conditions, responsibilities and growth opportunities to all its employees.

Number of employees by gender and professional category	Unit of measurement	Men	Women	Total
Total	n	161	43	204
Executives		2	2	4
Middle Managers		7	4	11
Office workers		25	28	53
Manual workers		127	9	136



50% of women in management roles

This distinctive aspect of the company culture is reflected by the significant presence of women in managerial positions: in a traditionally male-dominated sector, women hold 40% of leadership roles at Donnafugata (executives and middle managers) as compared to the farming industry average of around 31%¹³. In addition to managerial roles, women are an integral part of the production chain, contributing their experience and expertise to the quality and innovation of production processes.


Donnafugata is committed to guaranteeing equal opportunities and pay. Below is the data on worker remuneration, broken down by gender and category, which was used to calculate the gender pay gap according to the ESRS guidelines. The discrepancies observed stem from differences in seniority at the same grade level and differences in the tasks performed.

Sum of average gross hourly wages by grade level	Unit of measurement	Men	Women
Total	€	90	83

Gender pay gap (ESRS)	Unit of measurement	2024
Total	%	8%

In 2024 no incidents of discrimination of any kind were reported.

Training and continuous development

2.884  total hours of **training** for workers in 2024

In addition to gender equality, Donnafugata invests in the continuous training of its employees, offering professional development programmes tailored to the specific needs of each work area. This approach enables employees to enhance their skills and successfully meet the challenges of the wine sector while maintaining high standards of quality and innovation.

Training hours by gender and level	Unit of measurement	Men	Women	Total
Total	h	2.335	549	2.884
Executives		16	24	40
Middle Managers		54	54	108
Office workers		429	437	866
Manual workers		1.836	34	1.870

¹³ ISTAT, "Settimo Censimento Generale dell'Agricoltura - Struttura e caratteristiche del settore agricolo" ("Seventh General Survey on Agriculture - Structure and characteristics of the agricultural sector"), 2022.

In 2024, a total of 2,884 hours of training were provided to employees, with an average of 15 hours per year for male employees and 13 for female employees.

Training hours by gender and level	Unit of measurement	Men	Women
Total	h/n	15	13
Average hours of training for executives		8	12
Average hours of training for middle managers		8	14
Average hours of training for office workers		17	16
Average hours of training for manual workers		14	4

As part of a process of empowerment and management by objectives, a performance assessment system was introduced through the assignment of annual individual and corporate goals of an economic nature. Employee assessments are based on results achieved, ensuring a fair and transparent system of performance recognition.

Percentage of employees assessed in terms of performance and career development	Unit of measurement	Men	Women	Total
Total	%	7%	27%	11%
Executives		50%	100%	75%
Middle Managers		71%	75%	73%
Office workers		20%	24%	22%

With labour relations focused on prioritising discussion and cooperation, an agreement was also signed for the introduction of a productivity bonus for all employees as of 2023. This incentive rewards the commitment and professionalism of staff, fostering a motivating working environment based on merit, professional growth and the sharing of company successes.

Health and safety

Donnafugata considers the health and safety of its employees a top priority, and is committed to creating a working environment that promotes the physical and psychological wellbeing of all. Aware of the specific nature of the sector and the risks that could arise from the company's activities, the company has adopted an occupational health and safety management system in compliance with Legislative Decree 81/08 which covers all employees and is structured with an organisation chart that includes an external Workplace Health and Safety Manager (Responsabile del Servizio di Prevenzione e Protezione - RSPP), a Company Doctor (Medico Competente - MC), Workplace Health and Safety Officers (Addetti al Servizio di Prevenzione e Protezione - ASPP), emergency workers for every site, supervisors, and a Workers' Safety Representative (Rappresentante dei Lavoratori per la Sicurezza - RLS). In 2024, a specific supervisor for wine tourism activities was appointed for all company sites.

Occupational safety is ensured through continuous monitoring by ASPP and the introduction of updated procedures to address new risks, such as contact with red algae at the Acate site or the management of heat exposure. The RSPP organises quarterly meetings with ASPP and periodic visits to company sites. Workers can report risk situations directly to supervisors, who in turn can contact the RSPP, particularly in the case of sudden biological risks.

The company guarantees health surveillance at all sites, with medical checks carried out during working hours according to a schedule agreed with the company doctor. It also provides suitable working environments, guaranteeing appropriate levels of hygiene and comfort. As regards training, the company has adopted an internal policy in accordance with Art. 37 of Legislative Decree 81/08 and training is delivered on-site and in-person by RSPP trainers. Sessions are organised in homogeneous groups and accredited organisations are used for specific training. The supervisor may indicate the need for additional training on new tools or procedures, with the RSPP in charge of organising this. Training management is supported by dedicated software that monitors and plans activities.


Community relations

Donnafugata recognises the importance of the link with the local community and is actively committed to its sustainable development. The company collaborates with local institutions and associations, such as the FAI – Fondo Ambiente Italiano (Italian National Trust), to protect and promote Sicily's cultural and landscape heritage. Through public initiatives and cultural events, it helps spread knowledge about the territory and its traditions. Significant collaborations include those with the Scuola Normale di Pisa and the Tomasi di Lampedusa Literary Prize.

In addition to promoting culture, Donnafugata supports social inclusion and vocational training projects, offering growth opportunities to young people in the area. In parallel, the company adopts sustainable farming practices and invests in renewable energy to reduce the environmental impact of its activities on local communities, respecting their economic and social rights.

Donnafugata's impact on the community in which it operates can also be defined from an economic point

1/3 Economic value **distributed**
to the local **community** out of
total value distributed



of view as the company's economic distribution contributes to employment and development in the area. In this regard, the economic value distributed to the local community represented almost one third of the total value distributed in 2024.

Focus: commitment to involving the local community in its activities

Recognising the importance of creating a deep bond with the local community, Donnafugata is actively committed to engaging with the latter, opening the doors of its estates and offering unique experiences that celebrate the Sicilian territory and culture. Its most popular initiatives include "Cantine Aperte", an opportunity to discover the secrets of wine production, taste the company's labels and immerse yourself in the beauty of the vineyards. During the summer, Donnafugata's estates are transformed into natural stages for the "Calici di Stelle" live music events, with concerts ranging from jazz to classical music creating a magical atmosphere under the stars. The company also organises guided tastings and tours of the vineyards and wineries, and participates in local events, such as trade fairs, to promote local products and support local traditions. These initiatives not only represent moments of enjoyment and culture, they also strengthen the company's sense of belonging to the community and promote Sicily's food and wine heritage.

Consumer protection and safety

The protection and safety of end consumers is a priority for Donnafugata, which is committed to guaranteeing products that meet the highest standards of quality and safety. As a demonstration of this commitment, there were no cases of non-compliance regarding the health and safety impacts of the products and services provided by the company.

Donnafugata guarantees clear and transparent communications via its wine labels, in compliance with current wine regulations. Particular attention is paid to the communication of allergens with clear explanations provided on the back label in all 24 languages of the European Community to guarantee the accessibility and comprehension of an international audience.

Only in one specific case did the company receive a warning from the ICQRF (Ispettorato Centrale della tutela della Qualità e Repressione Frodi dei prodotti agroalimentari, Central Inspectorate for Agri-Food Product Quality Protection and Fraud Repression) for non-compliance with certain regulations. More specifically, on the wine purchase pages of the website, the indications “Contains Sulphites” and “Produced in Italy” were not prominently displayed as required by industry regulations. Donnafugata took prompt action, adapting its digital platforms to ensure full compliance.

Governance system

Corporate governance

Board of Directors

The management body of the company is the Board of Directors (BoD), which consists of four executive members, three men and one woman. The Chairman of the Board - who is not the company director - is Vittorio Gioacchino Luigi Ruggieri (external member from outside the family), and he is flanked by two managing directors and a director. The Board of Directors, appointed by the Board of Shareholders, is supported by external consultants who contribute different skills to strategic decision-making processes.

Member	Role	Age	Other positions held
Vittorio Ruggieri	Chairman of the Board	84	-
Rallo Antonino	Managing Director	58	Chairman DOC Sicilia Consortium, Chairman Coldiretti Province of Trapani
Rallo Giuseppina	Managing Director	60	Board of Directors FAI, Director Assovini
Francesco Ferreri	Director	48	Chairman Coldiretti Region of Sicily, Chairman Coldiretti Province of Ragusa, Member Coldiretti National Council; MASAF National Wine Committee, Director Cerasuolo Consortium

For the management of the organisation's impacts on the economy, the environment and people, the Board of Directors (BoD) assigns certain management activities to managers through special proxies. Managers, together with any other appointed employees, report to the members of the governing body on a weekly or monthly basis.

During its meetings, the Board of Directors, with the support of external consultants, analyses the company's performance on the basis of data provided by the different areas of the company, on a monthly or quarterly basis. The Board of Shareholders has appointed Gabriella ANCA RALLO, co-founder of the company, as Honorary Chairman, a role in which she contributes to shaping the company's strategic choices and ensuring respect for its founding principles. Depending on the operating results, the Board of Directors updates the organisation chart and operational strategies, making any necessary changes and additions to the company's programmes. The governance body manages any conflicts of interest internally, aware that some of its members sit on the boards of other entities. It also takes account of the existence of relationships with related parties, ensuring that these are concluded under normal market conditions.

The remuneration of the governance body is determined by the Board of Shareholders every three years and, if necessary, can also be adjusted during the three-year period. The remuneration of the Board of Directors is a fixed sum that is supplemented by a severance payment paid to its members. The amount of remuneration is directly related to the operating results achieved. The proposal on the sums to be paid to the governance body is formulated at the Shareholders' Meeting by the common representative.

Board of Statutory Auditors

The Board of Statutory Auditors is the company's internal control body and is primarily tasked with supervising the proper management of the company and compliance with accounting and legal regulations. It consists of a single member, Giacomo Gino Ingianni, appointed as sole auditor.

Supervisory Board

The Supervisory Board (SB) has the task of supervising the functioning and effective application of the Organisation, Management and Control Model adopted by the company pursuant to Legislative Decree 231/2001, and is composed of two external members, Nicolò Ingianni and Marco Zichittella.

Company policies and codes of conduct

Organisation, Management and Control Model 231/2001

The Organisational, Management and Control Model (hereinafter also "Organisational Model") drawn up pursuant to Legislative Decree 231/2001 is a system of principles, rules, procedures and controls that the Company, on the basis of an assessment of existing risks, adopts to prevent the commission of the offences listed in the aforementioned decree. Donnafugata saw fit to adopt this organisation and management model in line with the principles of fairness and transparency in the conduct of its business.

The Organisational Model also serves as an awareness-raising tool for shareholders, management and control bodies, employees, collaborators and all parties that interact with Donnafugata, including suppliers, customers, business partners and consultants. The objective is to promote conduct consistent with the ethical values that inspire the Company in pursuing its corporate purpose, at the same time preventing the risk of offences being committed. Application of the Organisational Model involves training and internal controls, and permits the free and anonymous reporting of any episodes of non-compliance or negligence in its correct application (whistleblowing).

Code of Ethics

Donnafugata's Code of Ethics - an integral component of the Organisational Model - is a fundamental part of the company culture and a reference for all those who operate inside and outside the company. It defines the values and guiding principles that inspire the conduct of company business, regulating relations with employees, collaborators, customers, suppliers, business partners and institutions. The aim is to guarantee operations based on integrity, legality, transparency and social responsibility, reconciling the pursuit of the company's goals with respect for the legality and interests of all stakeholders.

The company considers compliance with the Code a fundamental contractual obligation for employees and business partners, and explicitly includes it in contracts with suppliers and collaborators. The key values it promotes include respect for the rule of law, protection of the individual and the consumer, impartiality, confidentiality and transparency of information. In order to guarantee its application, Donnafugata has established a Supervisory Board responsible for updating and monitoring compliance with the Code. The company undertakes to actively disseminate it and integrate it into contracts with its partners, ensuring that all those involved adopt behaviour consistent with the company's ethical values.

Whistleblowing system

In order to enable all Donnafugata stakeholders to report conduct not in line with the Code of Ethics and the Organisation, Management and Control Model 231/2001, a whistleblowing system has been introduced to regulate the way in which reports are managed, ensuring the anonymity and confidentiality of the reporting party and the information at every stage in the management of the report.

The portal allows the whistleblower to make their report anonymously or provide his or her personal details, guaranteeing the anonymity of the whistleblower, the person involved and anyone mentioned in the report, as well as the content of the report.

Methodological note

The Donnafugata 2024 Sustainability Report represents the company's first reporting period.

Result of an in-depth process of internal analysis and dialogue with stakeholders, this document aims to transparently communicate the actions undertaken and the impacts generated by Donnafugata in the ESG sphere, i.e. in the three pillars of sustainability: **environment, social and governance**.

It was drafted in accordance with the **international GRI Standard guidelines**, adopting the “**with reference**” option. The report is also based on the fundamental principle of materiality, highlighting the areas in which Donnafugata generates or could potentially generate its most significant impacts on the economy, environment and people. To this end, during the year Donnafugata focused on structuring its materiality analysis process. For further details on the methodology used, the procedure adopted and the results obtained, see the section “Materiality analysis”.

The figures refer to financial year **1 January - 31 December 2024**, in line with the period of the Financial Statements, unless otherwise indicated.

The reporting scope concerns the company Donnafugata with operations in Italy, and in particular in the region of Sicily.

As far as data on the workforce is concerned, the headcount was made out by means of an extraction from the Zucchetti management system using Annual Work Units (AWU) as the unit of measurement, a method that makes it possible to obtain a representative figure of the average annual workforce employed. This method is particularly useful for a wine company like Donnafugata which is subject to strong seasonal peaks in which the number of employees can increase significantly, e.g. at harvest time.

AWUs are calculated using specific criteria:

- For permanent and temporary employees, the value is obtained by dividing the number of months of employment with the company by 12.
- For seasonal workers, the figure is calculated by dividing the total number of days worked in the year by 312.

For more information on this Report please write to: amministrazione@pec.donnafugata.it

Appendix

GRI Tables

401-1 New employee hires and employee turnover

Total number of new hires	Unit of measurement	Men	Women	Total
Total	n	4	3	7
Under 30 years of age		-	-	-
30 - 50		4	3	7
Over 50		-	-	-
Total employees		161	43	204
Hiring rate	%	2%	7%	3%

Employees who left the company	Unit of measurement	Men	Women	Total
Total	n	4	3	7
Under 30 years of age		-	-	-
30 - 50		4	2	6
Over 50		-	1	1
Total employees		161	43	204
Turnover rate	%	2%	7%	3%

401-3 Parental leave

Member	Unit of measurement	Men	Women	Total
Employees who were entitled to parental leave	n	3	1	4
Employees who took parental leave during the year (applied for and took it)		2	-	2
Employees who returned to work after parental leave		2	-	2
Employees who returned to work after parental leave who are still employed 12 months later		1	-	1

403-8 Workers covered by an occupational health and safety management system

Employees and workers covered by an occupational health and safety management system	Unit of measurement	2024
Total number of employees covered	n	204
Total number of employees		204
Percentage of employees covered	%	100%
Total number of non-employees covered	n	0
Percentage of employees not covered	%	0%

403-9 Work-related injuries

Work-related injuries - Employees and Workers	Unit of measurement	Employees	Non-employees
Recordable work-related injuries	n	1	-
At work		1	-
Commuting incidents		-	-
Fatalities (as a result of work-related injuries)		-	-
At work		-	-
Commuting incidents		-	-
High-consequence work-related injuries (excluding fatalities as a result of work-related injury)		-	-
At work		-	-
Commuting incidents		-	-
Total number of hours worked		393,445	-
At work		393,445	-
Commuting incidents		-	-
Rate of recordable work-related injuries	%	2.542	-
Fatality rate as a result of work-related injuries		-	-
Rate of high-consequence work-related injuries (excluding fatalities as a result of work-related injury)		-	-
Rate of high-consequence work-related injuries (excluding fatalities as a result of work-related injury)			

405-1 Diversity of governance bodies and employees

Members of governance bodies	Unit of measurement	Non-protected categories		Protected categories		Total	Age breakdown
		Men	Women	Men	Women		
under 30 years of age	n	-	-	-	-	-	0%
30 - 50		1	-	-	-	1	25%
over 50		2	1	-	-	3	75%
Total		3	1	-	-	4	-
Gender breakdown	%	75%	25%	0%	0%	-	-

Employees (number of persons)	Unit of measurement	Men	Women	Total	Age breakdown
Executives	n	2	2	4	-
under 30 years of age				0	0,0%
30 - 50		2		2	1,0%
over 50			2	2	1,0%
Managers		7	4	11	-
under 30 years of age				0	0,0%
30 - 50		3	2	5	2,5%
over 50		4	2	6	-
Office workers		25	28	53	-
under 30 years of age		4	8	12	5,6%
30 - 50		16	18	34	16,7%
over 50		5	2	7	3,4%
Manual workers		127	9	136	-
under 30 years of age		16	0	16	6,3%
30 - 50		65	5	70	34,3%
over 50		43	4	47	23,0%
Total		161	43	204	-
Gender breakdown	%	76%	21%		

201-1 Direct economic value generated and distributed

Item	Unit of measurement	2024
Economic value generated by the Company		
Revenues from sales and services	€/ million	36,5
Other revenues and income		1,5
Financial income/expenses		-0,5
Value adjustments on financial assets		0
Write-down of receivables		0,05
Exchange differences		0
Changes in inventories		0,5
Income/Sundry operating charges		-0,1
Economic value distributed by the Company		
Operating costs	€/ million	22,6
Staff remuneration		8,2
Economic value withheld by the Company		
Depreciation and amortisation	€/ million	3,3
Provisions		0
Reserves (Balance sheet result)	€/ million	33,4

GRI disclosures and references

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Material topics and associated IROs

Pillar	Donnafugata material topics	Reference ESRS subtopic	IRO	IRO type
Environment	Climate change mitigation	E1 - Climate change mitigation	Emissions of greenhouse gases (Scope 1 and 2) deriving from the Company's activities, such as gas and fuel consumption, which influence climate change.	Negative impact
			Emissions of greenhouse gases deriving from the value chain (Scope 3: e.g. goods and services purchased, transport and distribution, end-of-life of products sold, etc.) that influence climate change.	Negative impact
	Energy	E1 - Energy	Reduced purchase/self-production of energy from certified renewable sources and/or delays in energy efficiency projects.	Negative impact
			Investments in renewable sources, such as photovoltaic systems, in excess of Donnafugata's energy consumption needs in order to contribute to the reduction of emissions.	Positive impact
	Water	E3 - Water	Withdrawal and use of water for irrigation during grape growing and for the wine bottling process (e.g. by rinsers), with potential impacts on soil quality and ecosystems, including those located in areas subject to water stress.	Negative impact
	Biodiversity	E4 - Direct impact drivers of biodiversity loss E4 - Impacts on the extent and condition of ecosystems E4 - Impacts on the state of species E4 - Impacts on the extent and condition of ecosystems	Implementation of biodiversity and soil conservation and protection processes aimed at improving the soil microbiome (e.g. restoration of cultivation areas at certain vineyards).	Positive impact
			(Possible) definition of new agronomic techniques that help streamline and reduce the use of soil-related natural resources with a lower impact on biodiversity (e.g. minimum tillage, relief irrigation with drip systems), acquiring a competitive advantage in the market.	Opportunities
	Circular economy and waste	E5 - Resource outflows E5 - Waste	Low recyclability of outgoing products, such as packaging, protective and free gift materials, with negative impacts on resource consumption and end-of-life management.	Negative impact
			Generation of hazardous and non-hazardous waste destined for direct disposal instead of recovery.	Negative impact
Social	Working conditions	S1 - Working conditions	Development of welfare and wellbeing plans aimed at improving employee wellbeing, promoting suitable working hours and favouring the work-life balance, through initiatives such as flexible work, company benefits, employee perks and professional development opportunities.	Positive impact
			Repercussions on the economic and employment stability of workers due to the variability of their involvement in activities related to grape processing and harvesting (i.e. high presence of seasonal workers, fall in demand for workers / redundancies related to lower land productivity).	Negative impact
			Protect the workforce by enforcing collective bargaining agreements, guaranteeing fair wages, recognising the right to social dialogue and protecting freedom of association.	Positive impact
			Retention and attraction of talent through a working environment that promotes employee wellbeing, encourages the work-life balance, offers appropriate contractual conditions and ensures freedom of association and social dialogue.	Opportunities
			Increase company productivity and prestige thanks to a more motivated, satisfied and competent workforce, fostered by access to appropriate training and opportunities for continuous growth.	Opportunities
	Equal treatment and opportunities for all	S1 - Equal treatment and opportunities for all	Development of the professional skills of employees, regardless of gender, through continuous performance assessment and training courses that provide constant updating on business-relevant topics.	Positive impact
	Community relations	S3 - Communities' economic, social and cultural rights	Improve the positive perception among the local community and strengthen the brand's reputation through charitable and voluntary initiatives, the generation of job opportunities and support for local development.	Opportunities
			Support the development of the local communities in which the company operates through voluntary initiatives and charitable activities.	Positive impact
			Procurement practices and policies with a positive impact on the local economy and employment, and the development of a range of typical wines to support the territory in which Donnafugata operates.	Positive impact
	Consumer protection and safety	S4 - Information-related impacts for consumers and/or end-users	Potential sale or inappropriate access to minors that could compromise the company image and lead to legal penalties, as well as ethical implications related to the health and safety of young consumers.	Negative impact
Governance	Corporate culture	G1 - Corporate culture	Promote effective governance that fosters the dissemination of corporate values and ethical principles, helping to enhance the company's reputation, strengthen stakeholder trust and optimise business performance.	Opportunities
			Adopt principles that promote the integration of core values such as independence and diversity along the entire value chain, also analysing their implications in terms of sustainability.	Positive impact

