



# SUSTAINABILITY REPORT 2024

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Edition 2024 - 12.03.2024 - Rev 0

- Key Highlights
  
- Chapter 1. Our identity
  - History and tradition
  - Mission
  - Values
  - 2023 Technical Projects on Sustainability
  
- Chapter 2. Our wine
  - Our wines
  - How we work
  - Signature Labels
  - Climate trend in Piedmont
  - Certifications 2023
  
- Chapter 3. Sustainability for Vietti
  - Our Stakeholders
  - Material Issues and Objectives 2024/2026
  - Environmental impact
  - Social Impact and 2024 Goals
  - Economic and financial impact

## Key Highlights



**75 hectares of vineyards located in the Langhe, Roero, Astigiano and Colli Tortonesi**



**8 varieties of autochthonous grapes**



**200-500 mt altitude of the vineyards**



**18 Average headcount year 2023**

## Our Identity - from its origins to today

Almost 150 years have passed since its birth. It was in fact the end of the 1800s when Carlo Vietti created, in the heart of the Langhe, on the highest point of the medieval village of Castiglione Falletto, the Vietti winery. In the same place where, even today, it is located.



In 1917, returning after many years spent in the United States, Mario Vietti, Carlo's son, took the reins of the company, transforming it into a winery suitable for the production of high quality wines.

At the end of the 50s, Alfredo Currado, Luciana Vietti's husband, oenologist and art connoisseur, relates the great experience of the Vietti family and new intuitions, capable of intertwining winemaking knowledge with art and culture.

In 1961 one of the first Barolo Crus was made, the Rocche di Castiglione and in 1967 the first vinification of Arneis took place. Since 1974, the wines have been accompanied by Artist Labels. The Vietti brand thus became an icon and standard-bearer of some of the most important revolutions of the time.

The intellectual, professional and prospective legacy of Alfredo Currado and Luciana will be collected first, during the 80s, by their son-in-law Mario Cordero and then, starting from the 90s, by their son Luca Currado Vietti, later accompanied by his wife Elena.

Commitment and vision, culture and passion. These are the key words that have contributed to the growth of the Vietti brand, now universally recognized as one of the best Italian wine labels. The road to quality is ploughed thanks to respect for tradition and careful experimentation, where man and land have always been able to dialogue.

In 2016, the winery was purchased by the Krause family. Once again, it is the intuitions of man that make the difference. Kyle Krause decides to extend the winemaking properties with new, renowned Crus in both the Barolo and Barbaresco appellations. Timorasso is also added to these, thanks to the purchase of plots and vineyards in the Tortona Hills.

With the beginning of 2023, Luca Currado Vietti, together with his wife Elena, leave the winery. The legacy is taken up by the Krause family, already owners since 2016, standard-bearer of the new future of the Vietti brand.

As the seasons progressed, the winery also grew, and the focus on improvement soon became a real distinctive style of the winery. Just like the selection and care in the vineyards. Today Vietti has some of the finest and most representative vineyards of the Barolo and Barbaresco area within its heritage. Vietti maintains, today as then, those founding values, the same ones that animated Carlo Vietti and then all his successors. It looks to the future with even more promising and stimulating prospects. Each wine is the result of craftsmanship, of understanding and interpreting each individual terroir. Vietti is thus the place where the intelligence of the hands, applied in the vineyard and in the cellar, meets vision.

## Mission

To give the opportunity to get to know Nature intimately in all its forms through:

- its products, in particular high quality wine, linked to a conscious use
- the work of man and of the team, wise and ancient
- a good life in an intact, healthy and vital environment
- the deep and universal meanings such as the marking of time, day and night, the alternation of the seasons, astral influences
- the Piedmontese wine-growing landscape as widespread beauty and liveliness
- the passion for continuous new challenges

## Values

Equality, equity, inclusion are the values that guide our daily work.

The same ones that nourish the Krause family and allow us, every day, to put people at the center, ensuring their true value.

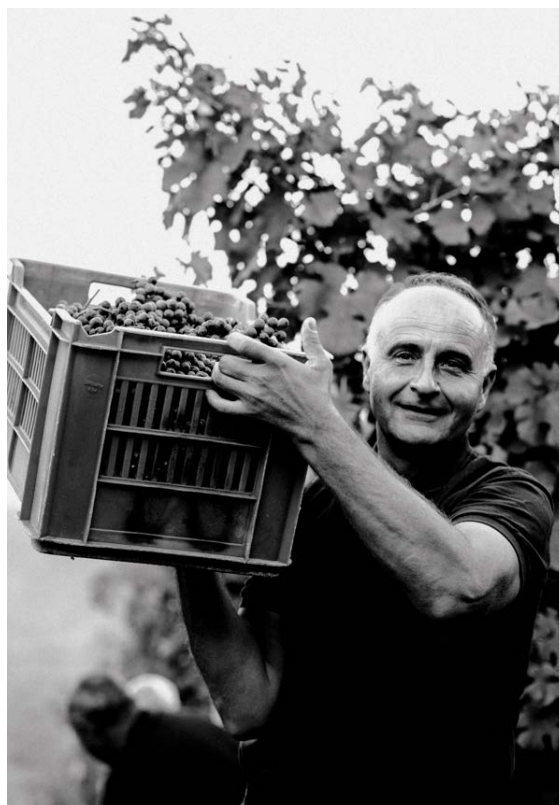




The production of wine begins in the vineyards. We respond without fixed schemes to climatic conditions of the vintage with the attention and wisdom of our peasant tradition, combined with innovation in the wine field for the constant improvement of our winemaking processes.

### **Vietti values can be summarized in:**

1. **Passion for the territory:** The history of our company is a reminder of the link between Vietti and the Piedmontese territory. This is why we are committed to enhancing its wine and tourism excellence through our wines all over the world.
2. **Quality:** All our wines are produced with grapes sourced mostly from estate vineyards in the Langhe and the Roero and vinified in full respect of the local winemaking tradition. This is our mantra that allows us to never compromise on the quality of all our products.
3. **Innovation:** while respecting the local winemaking tradition, in recent years we have chosen to invest more and more in innovation and modernization of our production processes through long-term collaborations with professionals and specialized companies with the aim of becoming one of the best wineries in the area.
4. **Expertise:** The Vietti team is made up of highly qualified and passionate professionals who work with dedication and commitment, thanks also to the support of external companies for the efficiency of production, the reduction of waste and the improvement of our environmental impact.
5. **Environmental sustainability:** the company is committed to minimizing the environmental impact of its activities on a daily basis, using sustainable agricultural techniques in the cultivation of the vineyards and adopting eco-friendly solutions in the management of the winery.



## The Vietti Manifesto

Tell the reasons that, every day, guide us towards quality. Illustrate the pillars of the Vietti brand and what has made it the symbol of a territory.

These are the premises that led us to the drafting of our manifesto: four points that encapsulate our identity.

### **1. Improve, always**

We train our skills and sensibilities as winemakers and take care of every single detail. This is the distinctive style of our winery.

### **2. Take care of tradition and those who help us preserve it**

We respect our land, the ancient techniques and knowledge that, together with continuous experimentation, have made our wine unique. We take care of the work we carry out according to the principles of respect, inclusion, equity and social well-being.

### **3. Respect the rhythms of nature**

We have always adopted manufacturing processes that are as natural and artisanal as possible. A care that comes from continuous observation, patient waiting, respect for the natural cycle of our plants. We know each vineyard and follow its unique and different vegetative path, respecting it.

### **4. Cultivating sustainability**

It is part of our philosophy and our approach, because what makes our wine great is also the total respect for the territory. We work trying to minimize interventions on the vineyards, we use natural resources wisely.



## IMPROVEMENT PLAN AND PROJECTS IN THE SUSTAINABLE FIELD

Vietti has always stood out for its tradition in the production of high quality wines.



For this reason, we have also carried out several projects in 2023 to continue to improve and find increasingly innovative solutions.





- **WE PRACTICE SUSTAINABILITY WITH EQUALITAS  
to sow a better future**

2023 represents a turning point. We have embarked on the EQUALITAS certification process to guarantee the new generations a sustainable, ethical and socially responsible future.

- **WE LIVE AMONG THE VINEYARDS  
and we don't want to breathe chemical treatments**

In our soil and in our wines there are no chemical agents. Our vines are nourished by organic compost and manure. We practice green manure crops: legumes, red clover, and other plants sown to protect and enrich the soil, chopped in spring to nourish the vine. Thanks to an innovative weather station, which detects humidity, rainfall and temperature, we minimize pesticide treatments, soil trampling and the consumption of fossil fuels.

In addition, thanks to new technological investments, we are able to minimize drift phenomena and consequently water consumption.

- **ENERGY AND WATER  
a concrete commitment in the vineyards and in the cellar**

An innovative 60 kWh photovoltaic system installed in 2014 provides us with 173,339 kWh of energy every year.

In 2009, we equipped ourselves with a biomass wastewater treatment plant, in which the fermentation of bacteria purifies wastewater.

In 2024 we plan to implement the aforementioned plant to further improve the purity of wastewater and have the possibility of reusing it in the production cycle.

The use of an artesian well for vineyard treatments, irrigation and machine washing allows us to drastically reduce water consumption from the aqueduct.

- **BIODIVERSITY**

We follow a low-impact viticulture. Where possible, we regenerate abandoned land.

**We safeguard biodiversity:**

To ensure a stable and lasting habitat for the local flora and fauna, Vietti preserves and takes care of 10 hectares of uncultivated areas and woods owned by regular cleaning.

**We fight the risk of erosion:**

We take care of the roots of the trees so that they support the soil and we practice the grassing of our vineyards and take care of their mowing so that they can retain moisture and create the right conditions for a regular growth of the root system while preserving soil erosion.

**We reduce the vulnerability of the vine:**

We do this in a natural way, not using chemicals but practicing sexual confusion through pheromones and manual collection of cutworms and geometrids.

- **RECOVERING CORKS - NATURAL RESOURCE**

Vietti has chosen to be on the side of Sughero.org, an organization that saves corks before they become waste. After consumption, there is in fact direct recycling that allows them to be given a new life.

The corks, thanks to the Artimestieri Social Cooperative, are used for sound-absorbing panels, green buildings, sustainable clothing and bio-furniture, with the promise of making life healthier inside homes and, consequently, a reduction in waste, consumption and pollution. But that's not all. In fact, a new campaign is active – Save the Cork – which provides for the over-compensation of CO2 emissions caused by the transport of the corks and products sold by the cooperative, by planting a tree for each shipment. Vietti undertakes to collect all the corks of the winery, to allocate them to Sughero.org. But the project is destined to extend. With a view to the care and well-being of our planet.

- **AWARENESS AGAINST WASTE DUMPING. AT THE SERVICE OF THE EARTH**

Doing good: for the people, the community and the planet. This is the philosophy that distinguishes the Krause family and thus Vietti. The same one that has chosen, not only to guarantee quality but to commit to sustainable growth, aimed at preserving the earth for this and future generations.

The sale of gadgets that perfectly represent Vietti's combination of Art and Wine, including T-shirts, posters, ethical shoppers (Bags of Ethics), supports awareness-raising activities against littering, including the World Plogging Championship in partnership with E.R.I.C.A. SOC.COOP. and A.I.C.A – International Association for Environmental Communication.



Littering, impossible to translate with another word in Italian but which means (unfortunately) the continuous disposal of waste in public spaces. Plogging is therefore a physical activity that combines sports with care for the environment.



- **ACCADEMIA DELLA VIGNA**

We are convinced that at the base of a good wine, there are first of all good relationships.

This is what we read on the website of Accademia della Vigna, a project that has the same vision as the Vietti brand: to do good, for people and the community.

Accademia della Vigna is in fact the first Academy with a social impact on viticulture. The real ethical meeting point between companies and those who choose to start again from the Earth. For those who want to apply, Accademia della Vigna offers real quality job opportunities, with regular employment contracts, technical training directly in the field, transversal training aimed at also guaranteeing the right knowledge in terms of safety, rights and agricultural legislation. Always accompanied by a tutor.

Vietti, who chose Accademia della Vigna in 2021, has thus completed his team with people who, even today, take care of the vineyards in the wake of not only environmental but above all social sustainability.

A decision that, once again, involves human capital, the greatest asset available for fair and ethical growth, respecting the high quality that has always distinguished Vietti since its origins.



- **WELFARE**

We have introduced a corporate gratification system aimed at promoting and incentivizing the Vietti philosophy by giving concrete help to the families of our human resources.

- **WASTE**

We have always promoted and incentivized separate waste collection by raising awareness of the importance of this practice, separating organic waste composted on our soil from dry waste such as paper, plastic, glass, aluminum, iron, spent glue, electronics that are regularly collected and recycled.

- **INTERNSHIP**

The commitment to the training of students is an integral part of us. We have activated agreements with 4 universities in Italy that allow us to access human resources in the training phase. We believe that the future of our company as well as that of the territory passes through the creation of new professionals.

- **COURSES**

In 2024, we have activated two training courses aimed at improving knowledge and human relationships in the workplace:

- 1- An English language course to improve communication between the Italian production part and the American property
- 2- A conflict management course to facilitate interpersonal communication and prevent situations of conflict and discomfort.

- **HOSPITALITY**

We are committed to creating the best conditions to be able to welcome people with disabilities of all kinds during tastings and tours in the cellar.

We provide Italian and foreign students who intend to carry out training activities at the Winery during the harvest period with free accommodation.

- **TRAINING**

We regularly attend courses and conferences aimed at addressing issues such as climate change, technological innovation, integration in the workplace, energy saving and cultivation techniques with low environmental impact and water consumption.



## Our Wines - How we work

Our cellar is designed to respect the grapes as much as possible. Fermentation takes place mainly in steel tanks, while aging can take place in steel or wood. For the aging of the wines we use a cellar located below ground level which allows protection from light and the maintenance of a constant temperature, fundamental factors to ensure a correct evolution of the wines by reducing energy consumption.

To reduce the use of pesticides, we use recovery machineries that apply treatments directly to plants with high precision, reducing the dispersion of the product in the air by 80-90% (i.e. copper). This practice is fundamental for Vietti, not only for the reduction of chemicals, but also for maintaining the high standards of integrated pest management.

The choice to certify the entire supply chain is a demonstration of our transparency and commitment to customers.



**Artist Labels**

Since 1974, some Vietti wines have been dressed in original works created specifically by an artist and inspired by the wine of that particular vintage.

The print run corresponds to the number of bottles produced and the first hundred are signed by the artist. Each work is used only once, exclusively for the wine of that vintage. Since 1988, on the occasion of the presentation of Barolo Villero 1982, the Artist label has been dedicated to the wine of this great vineyard.



**Roero Arneis**



**Timorasso**



**Moscato d'Asti**



**Freisa**



**Dolcetto d'Alba**  
Trevie



**Barbera d'Alba**  
Trevie



**Barbera d'Asti**  
Trevie



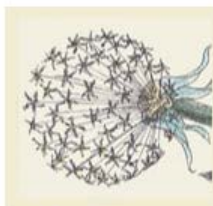
**Barbera d'Alba**  
Vigna Scarrone



**Barbera d'Alba**  
Vigna Vecchia Scarrone



**Barbera d'Asti**  
La Crena



**Nebbiolo**  
Perbacco



**Barbaresco**  
Roncaglie



**Barbaresco**  
Rabajà Riserva



**Barolo**  
Castiglione



**Barolo**  
Brunate



**Barolo**  
Cerequio



**Barolo**  
Lazzarito



**Barolo**  
Rocche di Castiglione



**Barolo**  
Ravera



**Barolo**  
Monvigliero



**Barolo**  
Riserva



**Barolo**  
Riserva Villero

## Vintage trend and climatic change in the Langhe

The aim of this research is to analyze the climatic trend in the Langhe area between 2020 and 2023.

### Methodology

This analysis is based on meteorological data collected from local stations in the Langhe and from scientific and technical literature on sustainable viticulture practices. Climate data will be analyzed to identify significant trends, and sustainable viticulture practices will be examined in terms of their effectiveness in reducing climate stress on vineyards.

### 1. Climate Analysis

#### 1.1 Rising Temperatures

##### Data Collected

Data collected by local weather stations includes average monthly temperatures from 2020 to 2023. These data were compared to historical averages to identify any significant deviations.

##### Analysis of Annual and Seasonal Average Temperatures

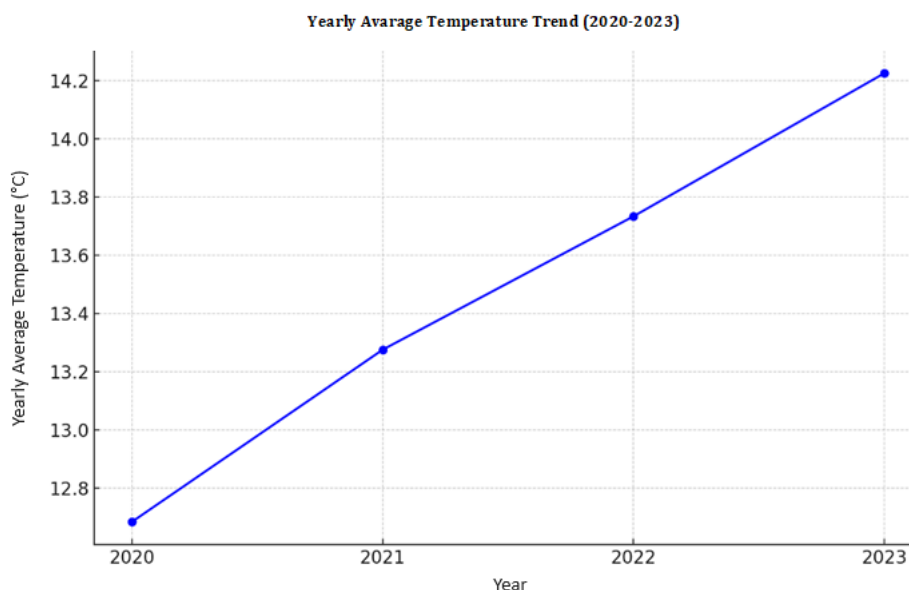
The average annual temperatures show an increasing trend over the period considered. In particular, the summer months (June, July and August) recorded temperatures significantly higher than the historical average, which had a direct impact on viticulture.

**Table 1: Average monthly temperatures (2020-2023)**

Month	2020 (°C)	2021 (°C)	2022 (°C)	2023 (°C)
January	2.5	3.1	2.9	3.3
February	3.0	3.5	3.2	3.8
March	8.1	8.5	9.0	9.4
April	12.0	12.5	13.0	13.5
May	16.5	17.0	17.8	18.3
June	20.5	21.0	22.0	22.5
July	24.0	25.0	26.0	26.5
August	23.5	24.5	25.5	26.0
September	19.0	19.5	20.0	20.5
October	13.5	14.0	14.5	15.0
November	7.5	8.0	8.5	9.0
December	2.1	2.7	2.4	2.9



**Graphic 1: Yearly Average Temperature Trend (2020-2023)**



## 1.2 Decrease in Rainfall

### Data Collected

Similarly, the monthly rainfall collected from 2020 to 2023 was compared with historical values. The general trend shows a decrease in rainfall, with particular deficits observed during the spring and summer months.

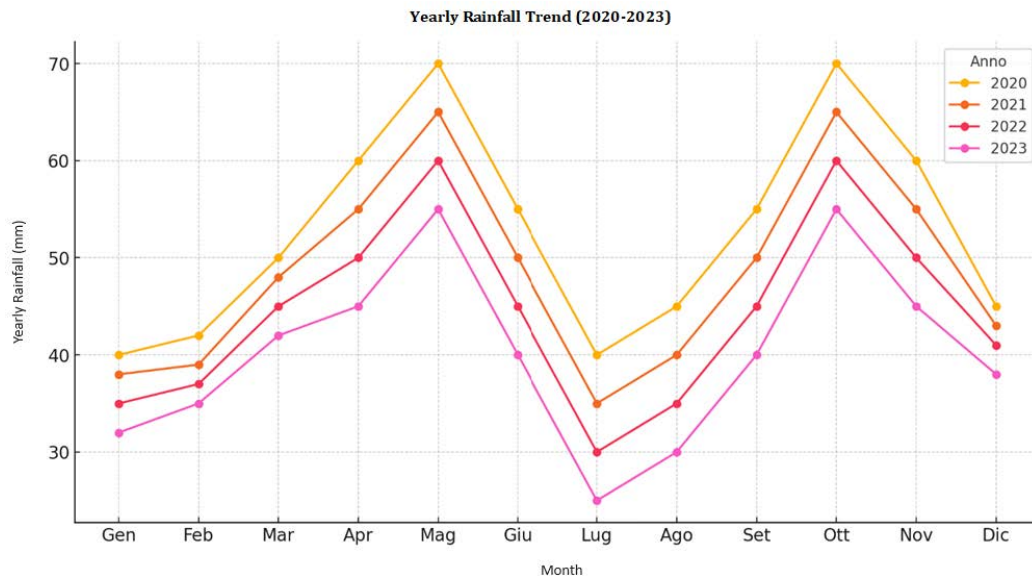
### Annual and Seasonal Rainfall Analysis

The decrease in rainfall was particularly marked in the months of April, May and June, critical periods for the development of vine plants. This resulted in increased water stress, negatively affecting growth and production.

**Table 2: Average monthly rainfall (2020-2023)**

Month	2020 (mm)	2021 (mm)	2022 (mm)	2023 (mm)
January	40	38	35	32
February	42	39	37	35
March	50	48	45	42
April	60	55	50	45
May	70	65	60	55
June	55	50	45	40
July	40	35	30	25
August	45	40	35	30
September	55	50	45	40
October	70	65	60	55
November	60	55	50	45
December	45	43	41	38

**Graphic 2: Yearly Rainfall Trend (2020-2023)**



## 2. Summary of results

The analysis showed a clear trend of increasing temperatures and decreasing rainfall in our territory between 2020 and 2023. These climate changes have had a significant impact on local viticulture, forcing us to resort to conservation techniques aimed at optimizing the plant's water consumption. All this makes us understand how in agriculture it is necessary to know how to be flexible and adapt to different climatic conditions and how important it is to experiment with new technologies and strategies in vineyard management.

## 2024 Certifications



In 2024 we achieved the Equalitas certification. This certification scheme is the sharing at Italian level of a unique approach to the sustainability of the wine sector based on the three pillars - social, environmental and economic - and the dissemination of a collective guarantee mark for the consumer. Thanks to the technical, cultural and political resources of the large shareholder structure, Equalitas intends to collect the best consolidated and innovative best practice initiatives, to affirm an Italian model of sustainable quality worldwide.



In 2023 Vietti committed itself to the Certification of the Hygienic-Sanitary Self-Control System, obtaining on 24/07/2023 compliance with the requirements of CXC 1-1969 - Rev. 2020, GENERAL PRINCIPLES OF FOOD HYGIENE: HACCP - The General Principles of Food Hygiene: HACCP in accordance with the requirements of the CODEX ALIMENTARIUS.



Since 2015 we have achieved the Vegan certification according to the vegan society standards controlled by Certification Europe Italia srl.

## Sustainability for Vietti

### Stakeholders

Every day during the performance of our activities, we relate to different Stakeholders, i.e. all those individuals and groups who may be influenced by Vietti's activities and who have an interest or an "interested party" in its operations. These stakeholders can be divided into internal and external stakeholders, depending on their direct relationship with the company.

Internal stakeholders are those who have direct involvement in the day-to-day operations and management of the company. These can include employees at all levels, from manual workers to CEOs. Internal stakeholders have an in-depth understanding of the company's activities and can directly influence strategic decisions. Employees, for example, have a personal interest in Vietti's success, as their livelihood and professional well-being depend on it.

On the other hand, external stakeholders are those who are not directly part of the company but are interested in or influenced by its activities. These can be customers, suppliers, consultants, local communities, shareholders, environmental organizations, financial institutions, and other external person. External stakeholders may have a range of interests and expectations, such as product quality, environmental sustainability, the company's social involvement, or financial performance. Vietti must consider these interests and seek to maintain relationships to ensure continued support and confidence in its operations.

Vietti's stakeholders can be summarized in the following categories:

#### Internal

**Employees:** Vietti values employees as a valuable resource and constantly involves their talent and commitment. The company offers training and professional development opportunities to help employees grow their skills and advance their careers. In addition, Vietti promotes an inclusive work environment, with a focus on equity and diversity. The company fosters the active involvement of employees through open communication channels and encourages their input to continuously improve the company's processes and performance.

**Management:** Vietti's management plays a key role in guiding the company towards success. Business leadership actively participates in strategic decision-making processes, providing vision and guidance to the entire organization. Management is involved in defining corporate objectives and strategies, providing support and resources for the implementation of initiatives. In addition, Vietti's management is committed to creating a collaborative and stimulating work environment, motivating employees and encouraging them to give their full potential.

#### External

**Customers:** Vietti has direct contact with customers through satisfaction surveys, guided tasting experiences, visits and direct sales at the winery, food and wine events. In addition, we have maintained an active presence on social media to interact with customers, answer their questions and collect feedback.

**Suppliers of products and services:** Vietti establishes long-term collaborative relationships with its suppliers and professionals in charge of technical consultancy by promoting transparency and accountability in the supply chain.



In addition, thanks to a "short" supply chain, we are able to interact almost daily with our suppliers, discussing various aspects to improve the efficiency of production and the quality of our wines.

**Local communities:** Vietti is committed to interacting with local communities through social responsibility programs, participating in community events, participating in medical initiatives, supporting local organizations, and promoting employment at the local level.

**Organizations and entities:** Vietti actively collaborates with various organizations and external bodies to promote sustainability and create shared value. We also collaborate with public bodies, such as the Chamber of Commerce and trade associations, to create synergies, share good practices and promote the adoption of sustainable initiatives in the wine industry and the surrounding community.

**Financial institutions:** Vietti has maintained relationships with financial institutions through regular meetings to discuss financing needs, investment opportunities and financial management. It has provided accurate and transparent financial reports to maintain a trusting relationship.

## Material topics

Vietti, in order to define its materiality issues, i.e. those areas of intervention that substantially influence or will influence the assessments, decisions, actions of its Stakeholders in the short, medium and/or long term, has chosen to use a "double materiality" approach.

Following an analysis of its activities, processes and supply chain carried out together with its stakeholders, Vietti has selected the following material topics:

- ✓ Water consumption
- ✓ Power consumption
- ✓ Energy Regeneration from Photovoltaic System
- ✓ Use of raw materials and circular economy
- ✓ Biodiversity
- ✓ Social Impact
- ✓ Employee health and safety
- ✓ Local community
- ✓ Product health and safety

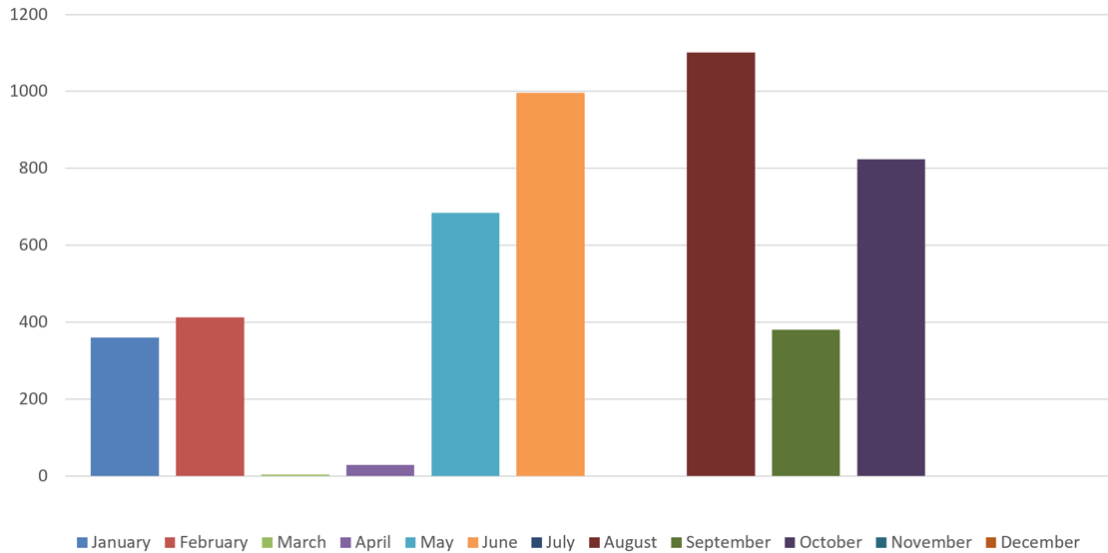
## Environmental impact

### Water Consumption

Water withdrawal 2023: 4,792 m3

*\*This figure refers to the water collection from the activities in the winery*

**Water Consumption Trend Year 2023**



Vietti, in order to responsibly manage water resources, carefully considers the local context and the challenges related to water availability, constantly monitoring and evaluating the impact of its activities on the local water supply. The company takes into account several factors, including the amount of water withdrawn, the quality of the wastewater treated and water efficiency, actively collaborating with local authorities and other stakeholders to address water management issues in the region, adopting innovative solutions such as the use of low-consumption irrigation systems and the use of groundwater.

Water treated from purification 2023: 7,626 cubic meters

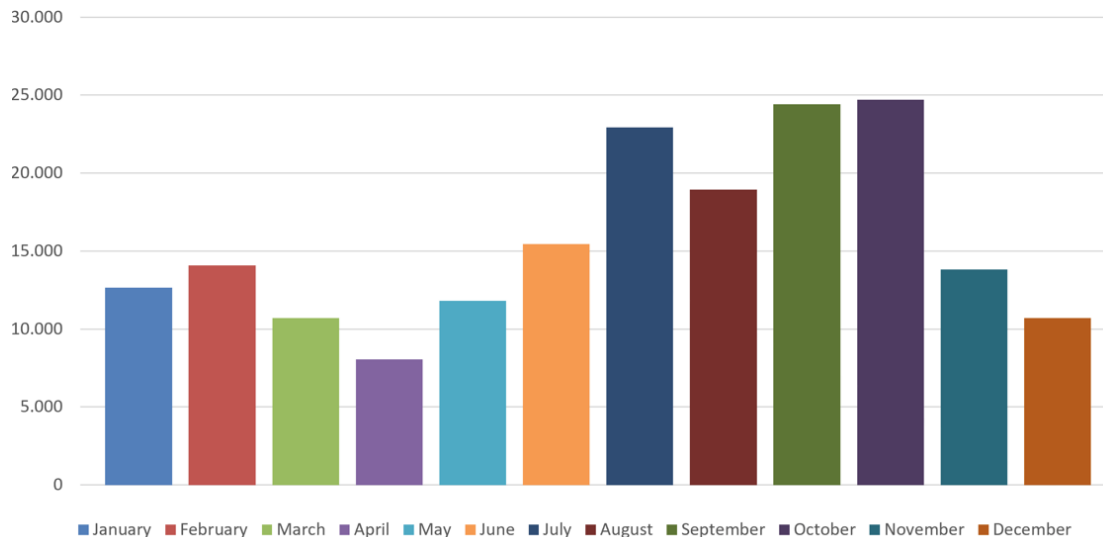
*\*This data refers to the purified water for the activities in the cellar*

Power consumption

TOTAL CONSUMPTION 2023: 188,294 kWh

Vietti, committed to promoting a sustainable use of energy and reducing the environmental impact deriving from energy consumption, adopts measures to optimize energy efficiency at all stages of production and reduce its impact. The company carefully monitors energy consumption, including those related to lighting, refrigeration and winemaking.

### Electrical Power Consumption Trend Year 2023



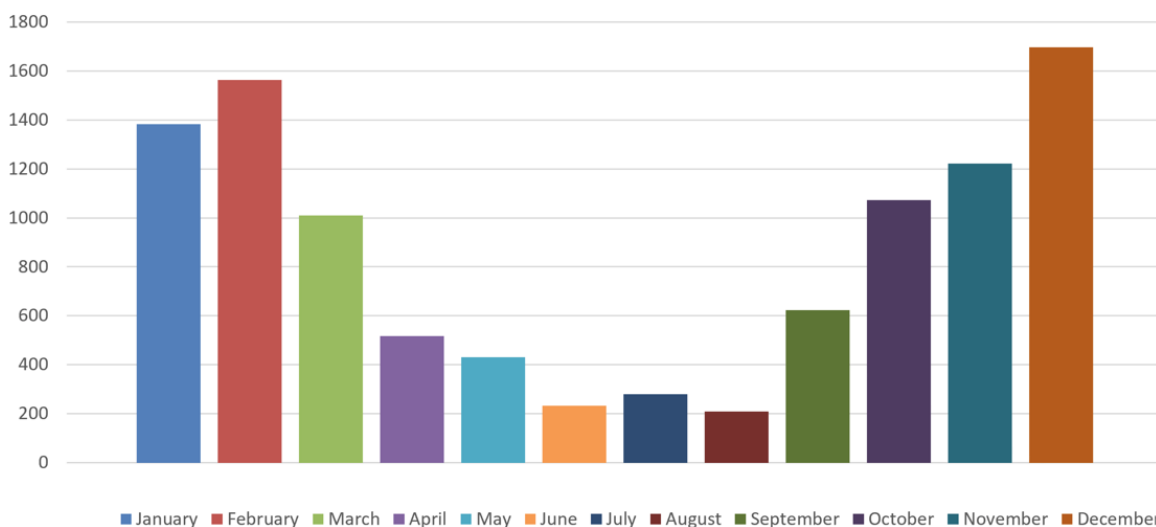
### Photovoltaic

TOTAL PRODUCTION 2023: 173,339 kWh

### Methane gas

TOTAL CONSUMPTION 2023: 10,236 smc

### Methane Consumption Trend Year 2023



### Use of raw materials and circular economy

**Materials used:** Vietti reports on the materials used at all stages of the production process, including bottles, labels, packaging and winemaking instruments. The company is committed to selecting and using sustainable materials, with a focus on origin, efficiency and recyclability. Vietti adopts sustainability criteria in the choice of bottles, and in particular has activated projects and product lines with lighter glass, reducing the impact of incoming and outgoing logistics.

In particular, there are two active projects

- ✓ Recovery of cork stoppers
- ✓ Using the self-assembling box

### Waste management:

Waste generated in the company in 2023:

- Cod 020705 SLUDGE: KG30.940
- Cod 150101 PAPER: collected from the municipality - waste disposal site
- Cod 150107 GLASS: KG1.620
- Cod 15102 PLASTIC: collected from the common ecological island
- Cod 150106 MISC. PACKAGING: KG1.390

Vietti, aware of the importance of waste management, integrates this issue into its sustainability strategy. Through a hierarchical approach, the company is committed to reducing waste through internal recycling practices, bottle reuse and packaging optimization. Vietti actively promotes the recycling of materials, collaborating with suppliers specialized in waste management to ensure adequate disposal. In addition, the company constantly monitors the volumes of waste generated, implements responsible disposal practices and seeks innovative solutions to reduce the environmental impact of the waste produced.

### Biodiversity

Vietti, in its commitment to sustainability and environmental protection, pays particular attention to the conservation of biodiversity. The company understands the importance of biological diversity for the proper functioning of ecosystems and the maintenance of the health of the soil, plants and organisms that inhabit its winery. Vietti adopts a series of practices aimed at promoting and preserving biodiversity within its territory.

## Corporate Sustainability Objectives 2024-2025-2026

Power consumption Corporate	Aim at reducing the consumption of energy purchased by upgrading the Photovoltaic System  Target 10% reduction	By the year 2026
Corporate Water Consumption	Aim at reducing water consumption by at least 5% in purchase by assessing water-saving techniques (optimization of cleaning plans)	By the year 2026
Packaging study to promote greater eco-sustainability	Implement studies on packaging materials with the aim of evaluating possible further actions to reduce the impact on the environment	By the year 2026
Carbon Foot Print Calculation	Calculate the Carbon Foot Print index to optimize the study of the impact of production activities on the ecosystem	By the year 2024
Water Foot Print Calculation	Calculate the Water Foot Print index to optimize the study of the impact of production activities on the ecosystem	By the year 2024

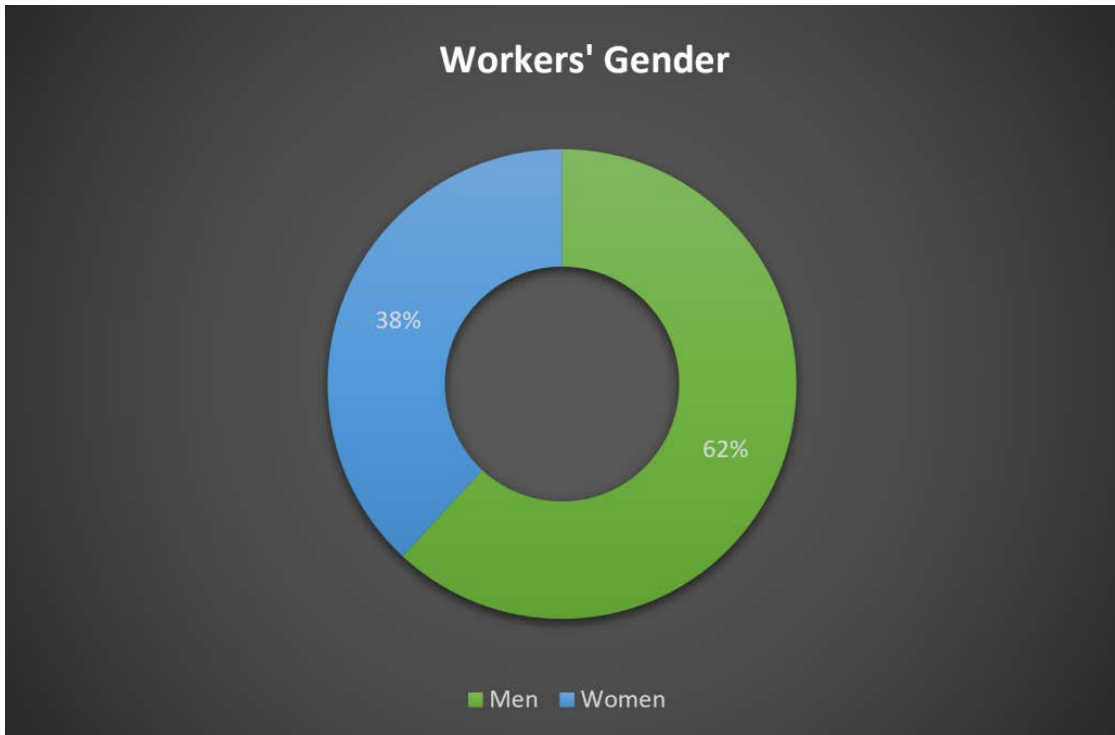
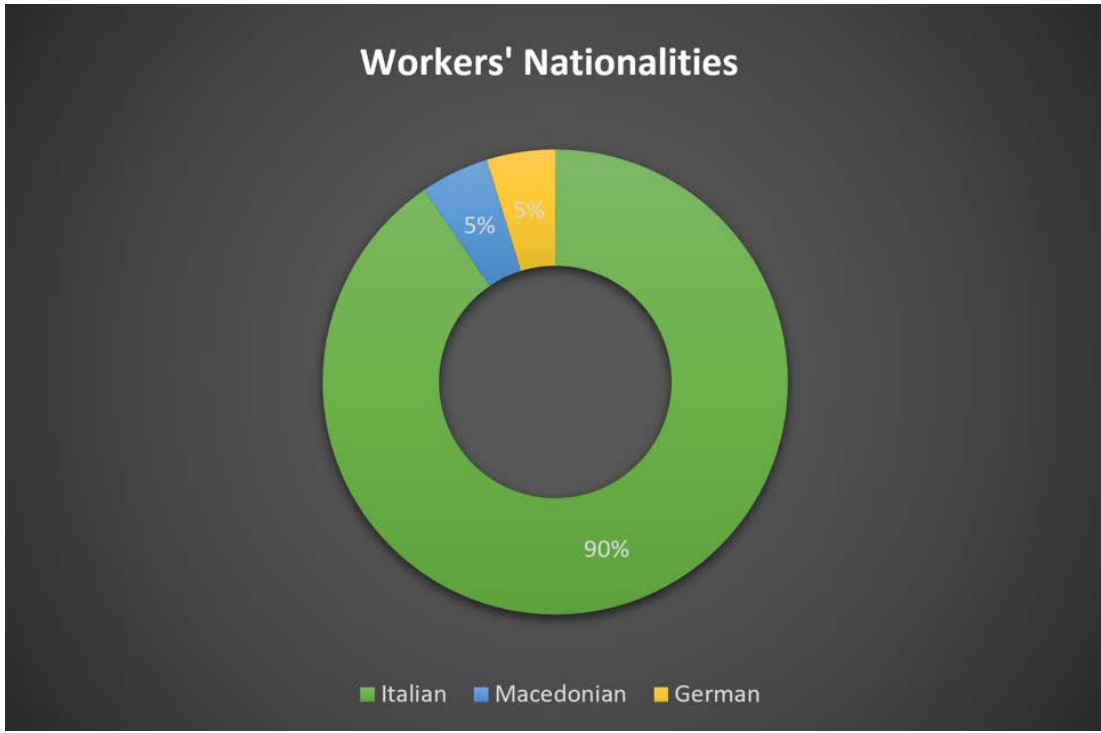


## Social Impact



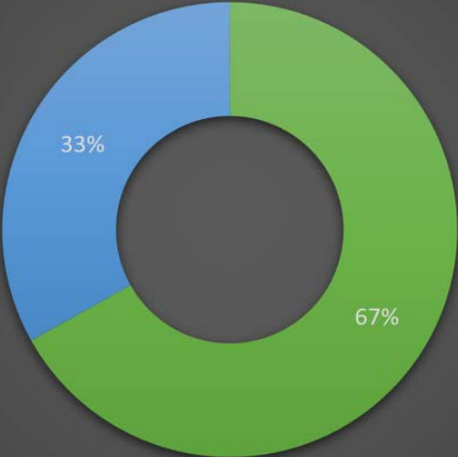
AVERAGE HEADCOUNT 2023	n.17,67
Employees	n.16
Newly hired employees	n.7
Positive turnover	43,75%
Average age	36.9 Years
Young employees in managerial roles	2
Job Waiver Rate	0%

**Some data on our Team**





Recruitment over the past 5 Years



■ Within the last 5 Years ■ Over 5 Years

**Employees' objectives in relation to sustainability - Year 2023-2024**

<p>Implementing Equalitas Certification</p>	<p>This certification concerns the entire company and covers all sectors; it is also important to raise awareness of the importance of human health and the exploitation of resources. It is a goal aimed at environmental and social sustainability.</p>	<p>Year 2023 Achieved</p>
<p>Reduction of energy consumption by at least 10% for energy use by Operators</p>	<p>Following the change in the ecosystem and the planet, it is necessary to promote internal awareness among employees to optimize Energy Saving (lights off)</p>	<p>Year 2024 In progress</p>
<p>Reduction of paper consumption used by operators</p>	<p>Following the change in the ecosystem and the planet, it is necessary to promote internal staff awareness to optimize savings in the use of paper (promote work on digital media)</p>	<p>Year 2024 In progress</p>
<p>Reduction of plastic consumption</p>	<p>Following the change in the ecosystem and the planet, it is necessary to promote internal awareness among staff to optimize savings in the use of plastic (use of water bottles)</p>	<p>Year 2023 Achieved</p>





### Employees' health and safety

For Vietti, the well-being of its employees is an essential issue. The company is constantly committed to providing decent work opportunities, respecting workers' rights and promoting a corporate culture based on equality, respect and inclusion.

**Health and safety in the workplace:** To ensure a safe and healthy working environment for all employees, Vietti is actively committed to adopting policies and procedures aimed at preventing accidents and promoting the health and well-being of workers. The safety of employees is a top priority for the company, which implements concrete measures and actions to ensure a safe and risk-free working environment. To achieve this, the company trains its employees on the specific risks associated with their role and the use of appropriate personal protective equipment. Periodic risk assessment and preventive measures are an integral part of business management practices.

**Training and education:** Vietti recognizes the importance of continuous training and invests in internal training, offering learning and professional development opportunities to enable employees to acquire skills and knowledge necessary for their role and career progress.

## Local community

Creating a healthy and long-lasting relationship with all the Stakeholders related to our company is very important to Vietti, which is committed to supporting and actively collaborating with the local community in which it operates on a daily basis. The company participates in, organizes and sponsors training events in the viticultural field and supports non-profit organizations that work for the good of the community.

- **Big Bench**  
A Big Bench, designed by American designer Chris Bangle and his wife Catherine, also in Castiglione Faletto, thanks to the support of the Vietti winery. A project of territorial enhancement, located right below our winery, in the Scarrone vineyard, in front of a unique panorama.





- Sports and Environment  
Our company is proud to support the Association Erica /Aica – World Plogging Championship



## Product health and safety

**Marketing, labeling and privacy:** Vietti adopts a responsible and transparent marketing and labeling policy towards its customers. The company is committed to providing clear, accurate and complete information on the characteristics of its products, ensuring compliance with industry regulations and consumer expectations by avoiding exaggerations of any kind.

For the privacy and protection of its customers' personal data, the company adopts policies and procedures to ensure the security and confidentiality of the personal information collected and used as provided for in the privacy policy pursuant to art. 13 and 14 of Regulation (EU) 2016/679 of the European Parliament and of the Council of the 27<sup>th</sup> of April 2016, distinguishing three categories of subjects interested in the collection and processing of data such as:

- Employees
- Customers
- Suppliers

**Product health and safety:** Vietti pays the utmost attention to the health and safety of its products, in compliance with current regulations and laws. Strict quality controls are adopted throughout the entire production cycle, from grape selection to vinification and bottling, to ensure product traceability and safety. Particular attention is paid to the constant monitoring of the hygienic and sanitary conditions of the company facilities, with the implementation of training programs for employees in order to ensure compliance with the best food safety practices. Vietti adopts a transparent policy regarding the information on the labels of its wines. Always displaying on its labels the appropriate symbols that promote the awareness and protection of the health of those who consume alcoholic beverages in accordance with current regulatory provisions.

## Economic and financial impact

### Economic performance

Vietti's economic performance plays a fundamental role in the global analysis of the company. During the year 2023, the company confirmed its solid financial foundation and ability to manage the resources available wisely. Vietti is constantly committed to maintaining a sound financial management, aiming at sustainable growth and balanced profitability. The company seeks to create value for all stakeholders through a targeted strategy that combines attention to product quality with an efficient management of economic resources. Through responsible financial management oriented towards long-term success, Vietti aims to consolidate its position as a leading company in the wine sector, constantly maintaining a focus on product quality, customer satisfaction and the creation of value for all stakeholders involved in its growth path.

*The Management*  
12.03.24