



PIZZOLATO

ORGANIC WINE



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SUSTAINABILITY REPORT 2024

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Dear all...

Partners, Employees, Customers and Friends of La Cantina Pizzolato,

Sustainability is the beating heart of our company—a guiding principle behind every choice we make, expressed through concrete and tangible actions. We believe that the success of a winery should be reflected not only in the quality of its products but also in its daily commitment to environmental protection, community well-being, and the creation of long-term economic value.

Our strategy has always been rooted in responsibility and innovation, combining respect for tradition with a drive toward advanced and sustainable solutions. Our recent certification as a Benefit Corporation and the publication of our Sustainability Report testify to our commitment to transparent and responsible management, capable of anticipating global challenges and responding to society's growing expectations.

Our journey is brought to life through operational choices that truly make a difference: we invest in cutting-edge technologies to optimize natural resource use and reduce environmental impact; we promote farming practices that protect biodiversity; and we foster a corporate culture that places individual well-being and growth at the center. These decisions, integrated into an ethical and innovative business model, allow us to generate a positive and measurable impact, creating a virtuous balance between production excellence and social responsibility.

At the same time, we are mindful and concerned about the challenges posed by today's global context. U.S. tariffs, increasingly evident climate change, and the difficulties in maintaining sustainable organic farming practices all put

significant pressure on our sector. In this complex scenario, we remain committed to pursuing quality, even in the face of daily challenges.

We are also witnessing a growing shift in the market toward no-low and responsible alcohol consumption—a trend that has led us to invest in research and technology to create high-quality products, including two alcohol-free product lines designed to meet these new demands.

We look to the future with determination, committed to continuing on this path, confident that every operational decision is an investment in tomorrow. Our vision is of a company where economic progress goes hand in hand with environmental respect and community support—creating an invaluable legacy for future generations. We are committed to advancing along the road to decarbo-

nization, contributing to the goal of limiting global warming to 1.5°C.

With transparency, passion, and commitment, we will continue to walk this path of responsible innovation, fully aware that each decision is a concrete step toward a better future.

With appreciation and commitment,

Settimo Pizzolato

These decisions, integrated into an ethical and innovative business model, allow us to generate a positive and measurable impact, creating a virtuous balance between production excellence and social responsibility.

Vision

Recognizing and valuing our past, a journey that began in 1981, is the key that allows us to open the doors to our future with passion and confidence.

WINEDREAMERS!

In the years to come, we will strive to be recognized as a dynamic company with vision—one that enables us to offer a distinctive, accessible, high-quality product made with full respect for environmental sustainability.

Mission

Our mission is to be constantly committed to developing innovative and environmentally respectful methods to produce an organic wine that is sustainable in every aspect: from vine cultivation, to the choice of bottle, all the way to distribution.

Firmly rooted in respect for and enhancement of the territory—just like the strong roots of a vine plant—organic cultivation is the solid trunk that supports the entire structure, while collaborative relationships extend like vigorous shoots that bear fruit. These fruits are the result of careful work that embraces an innovative approach to the future, never forgetting to honor and promote the wine heritage and winemaking traditions.

Values

TEAMWORK

We operate with a spirit of collaboration and mutual respect, valuing individual skills and resources to achieve results greater than those attainable alone.

COMMITMENT

We approach every task with dedication, professionalism, and consistency, maintaining high quality standards at every stage of our work.

ADAPTABILITY

We are able to respond quickly and anticipate changes in the production and market environment, maintaining efficiency and quality over time.

BOLDNESS

We foster a proactive and courageous attitude, aimed at exploring new solutions and opportunities, even beyond traditional paths.

INNOVATION

We promote continuous improvement of processes and products, integrating tradition and innovation to ensure excellence and sustainability.

TRUST IN THE FUTURE

We encourage innovation and growth as sources of ongoing evolution.

RESPONSABILITY

We act with ethical awareness and respect for people and the culture of the territory in which we operate, to build meaningful relationships, contribute to society, and realize our full potential.



01 THE PIZZOLATO GROUP

THE PIZZOLATO GROUP

Cantina Pizzolato is located in the sprawling plains of Villorba, just a short walk from the historic center of Treviso and a few kilometers from the renowned and enchanting city of Venice.

It is a winery constantly evolving, transforming into a great place of sharing and emotions through evenings, events, and activities open to all, united by one common denominator: the quality of the wine and the passion that binds us.

In 2016, the company's operations and workspaces were consolidated into a single new eco-sustainable facility. Today, the result is a winery built with green building principles, open to the public and its visitors, who can experience it firsthand through Bio Tours and guided tastings led by our staff.

The modern headquarters highlights the importance of the historic family villa: a large 16th-century building in perfect Palladian style, depicted in numerous city maps as early as 1680. The Pizzolato house has always symbolized hospitality and family unity, so much so that it is featured in the company logo, telling the origin of a story that contributes to the growth of an entire community and strengthens its founding principles.

In addition to the main headquarters, Cantina Pizzolato has two logistical warehouses in Giavera del Montello, a few kilometers from the production site.

The winery is owned by Settimo Pizzolato Holding Srl, a business group coordinating several entities, including La Cantina Pizzolato Srl Benefit Corporation, Casale Terzo Società Agricola Srl, and a group of four agricultural companies.

The company's statutory duration is set until December 31, 2050.

Since 2022, Cantina Pizzolato Srl has held the status of Benefit Corporation, demonstrating its commitment to pursuing common good objectives alongside profit. This status entails adopting business practices that integrate ethical, environmental, and social aspects, ensuring respect for the environment, transparency, and community well-being. Every year, all requirements are carefully monitored and verified to guarantee the quality of service offered to consumers, strengthening trust in relationships with our stakeholders.

Cantina Pizzolato has been operating in the wine sector since 1981 and obtained organic certification in 1991, testi-

fying to its constant commitment to the well-being of people and the community. Its main activities include vine cultivation and maintenance, grape harvesting, winemaking, and bottling, with the finished product mainly marketed B2B, while maintaining a significant presence in the B2C channel.

The Pizzolato brand has successfully adapted to market dynamics: the sparkling wine category remains the best-selling, in line with global trends, while interest in red wines is progressively declining. In response to this scenario, the product range has expanded in white and rosé wine segments, in which the brand has been specializing for years.

The year 2024 confirms leadership in numerous markets, particularly in Scandinavia, where Pizzolato sparkling wines rank among the most consumed bubbles, and in other established markets, thanks also to a strengthening partnership with the American partner. Additionally, the low and no-alcohol wine category is rapidly expanding, generating new opportunities and reinforcing relationships with loyal customers.

Organizational Chart

1 HOLDING



4 AGRICULTURAL COMPANIES**

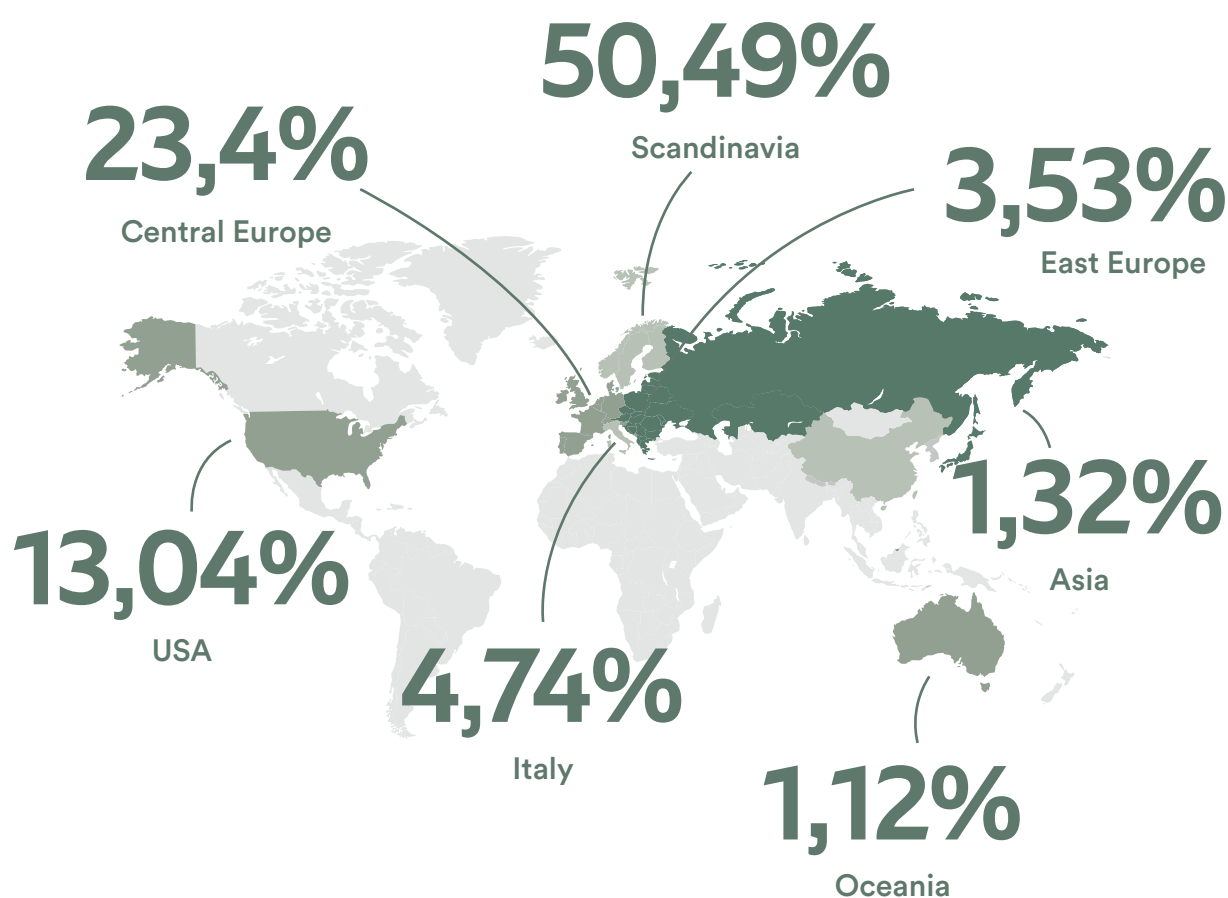


→ *In accordance with the provisions of point 2-2-a of the reporting standards, this Sustainability Report does not include data related to Tenuta Casale Terzo. This exclusion is due to the specific operational configuration of the estate, which falls outside the reporting boundary defined for the year 2024. The reporting boundary covers only Cantina Pizzolato Srl Benefit Corporation, including its headquarters and the two warehouses.

→ **The Agricultural Companies, owned by the partners, are considered in this Report only as raw material suppliers and accounted for within the supply chain.

In the course of 2024, a total of 10,072,282 bottles were produced, generating overall revenue of €26,206,000 million. Annual production exceeded 10 million bottles of certified organic wine, distributed across 49 countries.

The revenue distribution percentages in the most relevant markets are as follows:



In line with our commitment as a Benefit Corporation, the Pizzolato Group places great importance on collaboration and dialogue with stakeholders, who are considered pillars of our corporate identity.

The path undertaken with Equalitas has strengthened this approach, encouraging us to continuously evaluate and improve our relationships with partners, particularly with suppliers.

Essential to supporting our activities — from grape supply to packaging — suppliers have been the subject of an in-depth analysis of sustainable practices through a detailed questionnaire.

The responses collected confirmed the quality of their products and provided insight into their organizational structures, as well as the certifications they possess or are in the process of obtaining.

This process allowed us to verify the alignment of our partners' actions with our values, confirming their commitment to sustainable and responsible practices.

This information is integrated into our Sustainability Report, demonstrating the collective commitment toward a more sustainable future.

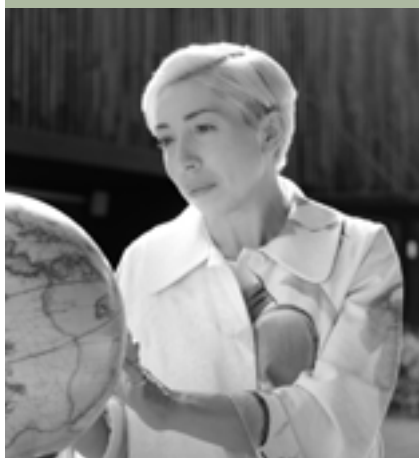
Family Memembers



Settimo Pizzolato

CHAIRMAN AND
MANAGING DIRECTOR

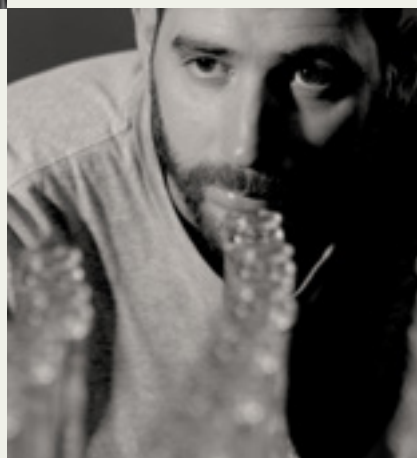
He has been dreaming of organic since the late 1980s, when few dared believe it possible. He has been studying and creating the conditions so that his organic dream can continue to evolve, always accepting new challenges. His open arms invite us to enter this world.



Sabrina Rodelli

DIRECTOR, SALES AND MARKETING
MANAGER AND PERSON IN CHARGE
FOR SUSTAINABILITY

As she spins a globe that turns into a kaleidoscope, she dreams of a winery that is a place to call home. A place from which to go out into the world and contaminate different cultures with the product of our land: Pizzolato organic wine.



Stefania Pizzolato

DIRECTOR, ADMINISTRATION AND
HUMAN RESOURCES MANAGER

Imagine a place where time seems to stand still, offering moments of genuine pleasure, perfect for tasting our organic wines and learning about the history of the family that has been dedicated to wine production for generations.



Federico Pizzolato

DIRECTOR AND
PRODUCTION MANAGER

In the winery, he monitors the pace of production and takes every opportunity to improve and experiment. His dreams are imbued with intense aromas and a constant search for perfection that pushes him ever forward in his wine-making dream.



Edoardo Pizzolato

THE LITTLE ONE OF THE FAMILY,
SON OF SETTIMO AND SABRINA

Pampered by nature in all its splendour and encouraged to dream great things, between a bunch of grapes and a cloud of fantasy, he looks to the future with the vision of a winereamer.



Estates

Villorba and Colle di Val d'Elsa: two regions, two histories, and two traditions, united by a single philosophy: organic.



CANTINA PIZZOLATO

Villorba, Treviso, Veneto

The organic winery in the heart of Treviso, constantly evolving into a dynamic place for sharing and memorable experiences through events, evenings, and activities for all.

CASALE TERZO

Colle di Val d'Elsa, Siena, Toscana

Our Tuscan corner of paradise, nestled in a landscape celebrated worldwide for its renowned winemaking tradition, where the hues of the sunset touch the heart.





History

1981



BOTTLES PRODUCED
The winery only produces bulk wine



STAFF
Settimo joins his father Gino

The agricultural company Pizzolato Settimo & Gino is founded. Initially, the business was oriented towards cattle breeding and fruit cultivation and harvesting. Grapes and the resulting wine produced complement the offer. It was during these years that Settimo began experimenting with organic cultivation, making it the core value of his business.

1987



BOTTLES PRODUCED
6,000 of still wine



STAFF
Some family members

All the wine produced is bottled, leaving the marketing of bulk wine behind. The mobile bottling line was placed in front of the family house. The first wine labels bore the distinctive arches of the villa, the same that are used as the symbol in the Pizzolato logo. The wines produced in these years are Verduzzo, Merlot and Cabernet.

1991



BOTTLES PRODUCED
43,000 of still wine
6,000 of sparkling wine



STAFF
Some family members

The agricultural company obtained the organic certification in recognition of all its products, from the orchard land to the vineyard countryside. The company's vineyard area increased from 2.5 hectares to 7.5 hectares. Organic viticulture officially became the essential and characterising element of the company.



1994



BOTTLES PRODUCED
130,000 of still wine
20,000 of sparkling wine



STAFF
1

The sparkling wines Frederik and Stefany were created: the first from Chardonnay, the second from Prosecco. Settimo chose to dedicate them to his children. Wine production reaches 2,000 bottles per type. The company is ready to make organic wine known abroad: Settimo and oenologist Walter pack their bags and present 12 wines at the first BIOFACH in Germany.

1999



BOTTLES PRODUCED
600,000 of still wine
400,000 of sparkling wine



STAFF
1-5

The winery produces 1 million bottles a year. The extension of the vineyards reaches 58 hectares and Settimo starts collaborating with external certified organic suppliers. Thanks to the new facility built, the storage capacity reaches 15,000 hectolitres. During these years, the first Pizzolato bottle lands in the USA, which becomes the 10th largest exporting country.

2012



BOTTLES PRODUCED
600,000 of still wine
1,200,000 of sparkling wine



STAFF
5-10

Settimo's strong belief that everyone should have the opportunity to drink healthy wines has pushed the company to extend its commitment to a constantly expanding market segment. Thanks to its dedication, Pizzolato obtained the Vegan certification, making sure to adhere to all requirements, from vineyard care to cellar operations.



2016



BOTTLES PRODUCED
560,000 of still wine
3,600,000 of sparkling wine



STAFF
20-25

The company crosses the 4-million-bottle-per-year mark, 2 millions of which are sparkling wine. The success of sparkling wines is determined by Scandinavian countries and now the Pizzolato brand is present in 18 countries. The new La Cantina Pizzolato headquarters is born, and the facility now includes offices, tasting room and a direct sales outlet.

2019



BOTTLES PRODUCED
600,000 of still wine
4,100,000 of sparkling wine



STAFF
25-30

After years of research and development in the vineyard, and experiments in the winery, the first wine from resistant PIWI vines is officially presented: the Novello 2019. There is also a new line of wines called 'M-use': two sparkling wines, a Rosé Extra Dry and a Pinot Grigio Extra Brut. Elegant bubbles characterised by a design bottle conceived to be reused.

2021

BOTTLES PRODUCED
740,000 of still wine
7,000,000 of sparkling wine

STAFF
30-35

The positive trend of recent years is confirmed by the 24% production increase, bringing the company to a production of more than 9 million bottles, all certified organic. Sustainability and responsible consumption also in packaging remain the main focus. The Settimo Pizzolato Holding was founded and the Officina del Vino was opened, thus completing the hospitality offer.

2022

BOTTLES PRODUCED
650,000 of still wine
7,500,000 of sparkling wine

STAFF
35-40

Pizzolato Holding purchased Casale Terzo, a charming estate in Colle di Val d'Elsa, in the heart of Tuscany, dedicated to a select production of Chianti wine and olive oil, all of which are produced according to organic standards. La Cantina Pizzolato becomes a Benefit Corporation, intensifying its commitment to an already well underway journey towards corporate sustainability.



2023

BOTTLES PRODUCED
600,000 of still wine
7,800,000 of sparkling wine

STAFF
40-45

In an ongoing commitment to social responsibility, La Cantina Pizzolato obtained the Equalitas certification, the aim of which is to share a unique approach to sustainability in the wine sector in Italy based on the three pillars (social, environmental and economic) and to disseminate a collective guarantee mark for the consumer.



2024

BOTTLES PRODUCED
687.199 of still wine
8.880.863 of sparkling wine

STAFF
45-50

259

total hectares of cultivated vineyards vs 290 in 2023

85

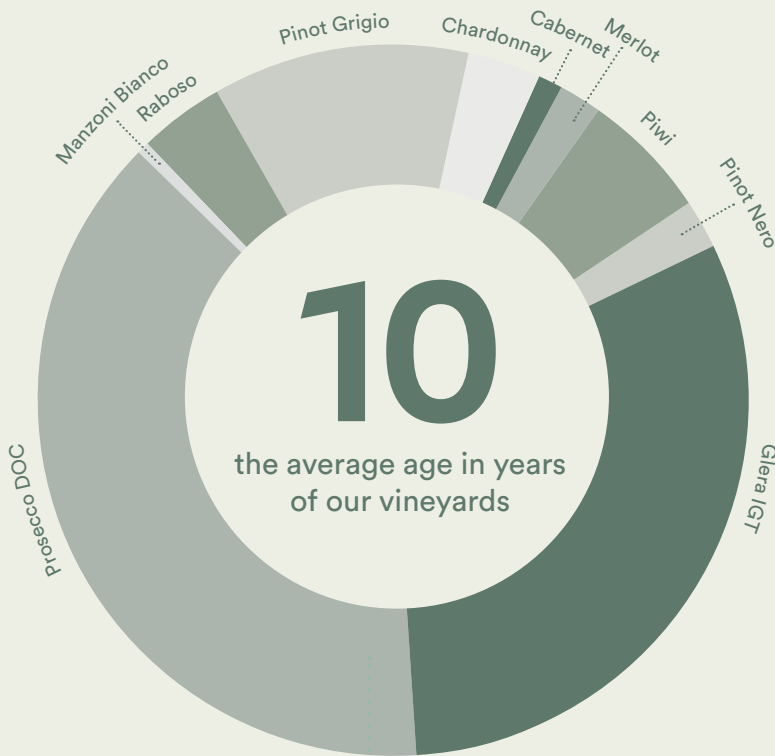
hectares of property



29

suppliers of organic grapes

DISTRIBUTION OF HECTARES BY GRAPE VARIETY



ORGANIC GRAPES

Glera
Pinot Grigio
Chardonnay
Merlot
Cabernet
Pinot Nero
Raboso
Manzoni Bianco
Moscato

ORGANIC GRAPES PIWI

Prior N
Bronner
Johanniter
Sauvignier Gris
Cabernet Cortis
Merlot Khorus

32.558 q

of grapes produced in 2024
vs 37.683 q in 2023

26 mln

turnover 2024
vs 24 mln+ in 2023



CASALE
TERZO

CASALE TERZO

Here one's gaze wanders between vineyards and olive groves, along the gentle contours of the Sienese hills, where the soul finds itself amidst the tranquillity of nature and the charm of an old farmhouse..

This historic rural building bears witness to an important past and to a destiny that has united two organic wine families: first the Borella family and then, for the past few years, the Pizzolato family. A spot of paradise in Val d'Elsa, surrounded by places like the towers of San Gimignano, the fortress of Casole d'Elsa, the bell tower of Radicondoli, and the Montagnola, in an area that embodies the most typical form of the Tuscan landscape. We are in the centre of a universally recognised beauty famous for its renowned wine-making tradition, where the colours of the sunset become those of the heart.

In addition to the Treviso headquarters, Casale Terzo became a second estate for the holding company, located in an area that can give a lot to those who respect it.

Settimo Pizzolato says: 'The meeting with Giovanni Borella, the historic owner of Casale Terzo, was immediately characterised by a profound and genuine respect for all the great work that has been done over the years in these wonderful vineyards. We immediately felt a deep connection with this magical place, a corner of paradise, and the Casale Terzo project took shape very naturally. Here our desire is to progress in a selected, small-scale organic production of wines and extra virgin olive oil, to dedicate ourselves to welcoming guests and caring for the land, continuing with healthy, organic and authentic agriculture. With a great sense of responsibility and a baggage full of dreams and projects, we have therefore decided to pick up the baton from the Borella family and lead Casale into the future'.

Not only wine and oil production, Casale Terzo also offers hospitality services. Simplicity is the essence of hospitality. The spaces equipped to receive campers are organised around a large, centuries-old oak tree, a symbolic gathering place that tastes of antiquity. All around are forests, vineyards, olive groves and a regenerating silence.

History

CASALE TERZO

There is a place that once you have experienced it, stays in your heart.
And every time you go back to it, your soul smiles.

1250

ORIGIN

The medieval base of the Casale is built on the hills of Siena. Tuscany is becoming the home of the Renaissance.

1384

CHIANTI

For the first time, the name 'Chianti' appears in reference to the wine produced in this area.

1850

OLIVE TREES

One thousand Leopoldine olive trees were planted, which still today make the landscape of the Casale unique.

1874

RECOGNISABILITY

With the new facade, the Casale acquired the charm, which is still intact, of an old Tuscan rural building.

1970

ORGANIC

The first organic farmers' associations emerged in Italy, marking the beginning of a growing movement.

1974

GIOVANNI BORELLA

Passionate, educated, tenacious: Giovanni is the new owner and plants the first organic vineyards.

1977

WINERY

The winery was revived, faithfully following in the footsteps of the old historical one, buried for over a century.

1979

THE FIRST TIME

The first 'Chianti Colli Senesi' and the first extra virgin olive oil are finally a reality.

1981

BIO FARMING: TUSCANY AND VENETO

Borella founded the Italian Organic Agriculture Association, while Pizzolato chose organic farming for its production.

1990

AGRI-CAMPSITE

The Agri-Campsite was established, a peaceful and authentic haven with a breathtaking Tuscan view of the hills around Siena.

2021

A NEW ADVENTURE

The Pizzolato family, pioneers in organic farming, acquired the Casale, inheriting the legacy of the past.

2023

HOSPITALITY

Casale Terzo opened its doors to welcome guests from all over the world to the enchanting Val d'Elsa.

FIRST GRAPE HARVEST

The Pizzolato family joined Giovanni Borella for the first harvest of Chianti DOCG Colli Senesi.



**Sangiovese
Trebbiano
Cabernet Franc
Malvasia**

TYPE OF GRAPE

742

QUINTALS HARVESTED (2024)

9,3

NUMBER OF HECTARES

1.500

NUMBER OF OLIVE TREES

3

EMPLOYEES (2024)

10.500

LITRES OF WINE PRODUCED



www.casaleterzo.com





02 SDGS STRATEGY

SUSTAINABLE DEVELOPMENT GOALS



1	NO POVERTY	
2	ZERO HUNGER	
3	GOOD HEALTH AND WELL-BEING	→ Goal: greater awareness 
4	QUALITY EDUCATION	→ Collaboration with schools → Curricular and extra-curricular internships 
5	GENDER EQUALITY	→ Certification project: gender equality 
6	CLEAN WATER AND SANITATION	
7	AFFORDABLE AND CLEAN ENERGY	→ Increase in self-produced energy 
8	DECENT WORK AND ECONOMIC GROWTH	→ Support for local communities and associations 

9	INDUSTRY INNOVATION AND INFRASTRUCTURE	
10	REDUCED INEQUALITIES	
11	SUSTAINABLE CITIES AND COMMUNITIES	
12	RESPONSIBLE CONSUMPTION AND PRODUCTION	→ 98% waste recycling → New life for PE-LD 
13	CLIMATE ACTION	→ Calculation of Scopes → Decarbonization plan 
14	LIFE BELOWWATER	
15	LIFE ON LAND	
16	PEACE, JUSTICE AND STRONG INSTITUTIONS	
17	PARTNERSHIP FOR THE GOALS	



Certifications Ensuring Consumer Protection



Agricoltura Italia

EU Agriculture - Euromark

It identifies organic products of European origin. The logo depicts stars placed in the shape of a leaf representing the states of the European Union.



USDA Organic United States Department of Agriculture

The NOP (National Organic Program), administered by the USDA, is the certifiable standard regulating organic products under US law.



VEGAN FRIENDLY

Vegan Friendly – The Vegan Society

The Vegan label is an internationally recognised vegan product certification, established in 1990 by The Vegan Society.



Equalitas

This certification was created with the main objective of sharing a unique approach to sustainability in the wine sector based on the three pillars (social, environmental and economic).



03

STAKEHOLDER AND MATERIALITY



La natura non ha fretta, eppure...



Stakeholder

Cantina Pizzolato Srl has always sought to build long-lasting relationships with its stakeholders and firmly believes that their input, perspectives, and opinions are essential. For this reason, it considered it crucial to involve them in the assessment of material topics.

The first step was to map out the stakeholders and identify the key ones, including shareholders, employees, customers, suppliers, local institutions, banks, research bodies, and universities. For the reporting year in question — the first in which materiality was addressed according to GRI standards — it was decided to examine the responses of the most impactful stakeholders for the company: shareholders, employees, and suppliers.

The response rate to the questionnaires sent out was approximately 50%.

Ongoing and diverse dialogue with these groups made it possible to identify the strategic topics to focus on in order to promote sustainable development that integrates social, economic, and environmental dimensions.

Materiality

The material topics selected for 2024 were identified in line with ESG principles (Environmental, Social, and Governance), adapting them to the specificities of the wine sector and local characteristics.

To collect the opinions of key stakeholders, a questionnaire was sent to them asking to evaluate, for each material topic, both the positive and negative impact associated. Respondents were asked to assign a score from 1 to 6 to the relevance of each topic, indicating how important it was for Cantina Pizzolato to address that impact, and the likelihood that the topic in question could actually be implemented within the winery itself.

The questions were divided into 3 main sections:

- Governance
- Social
- Environment
- ▼ Negative impact
- Positive Impact

The results were shared and discussed with the shareholders, for transparent and structured reporting.

In the table below, the materiality matrix, the Y-axis shows the topics important for the company, and the X-axis those for stakeholders.

In the data analysis, several key factors were considered. Both positive and negative impacts, as well as their types, were taken into account, distinguishing between actual and potential effects.

GOVERNANCE

- 1. Growth and value creation for the company and its stakeholders
- 2. Strong, ethical, and transparent governance

SOCIAL

- 3. Responsibility and quality in the supply chain
- 4. Employment, training, and development
- 5. Workers' health and safety
- 6. Diversity, equity, and inclusion
- 7. Sustainable development of the region and local communities

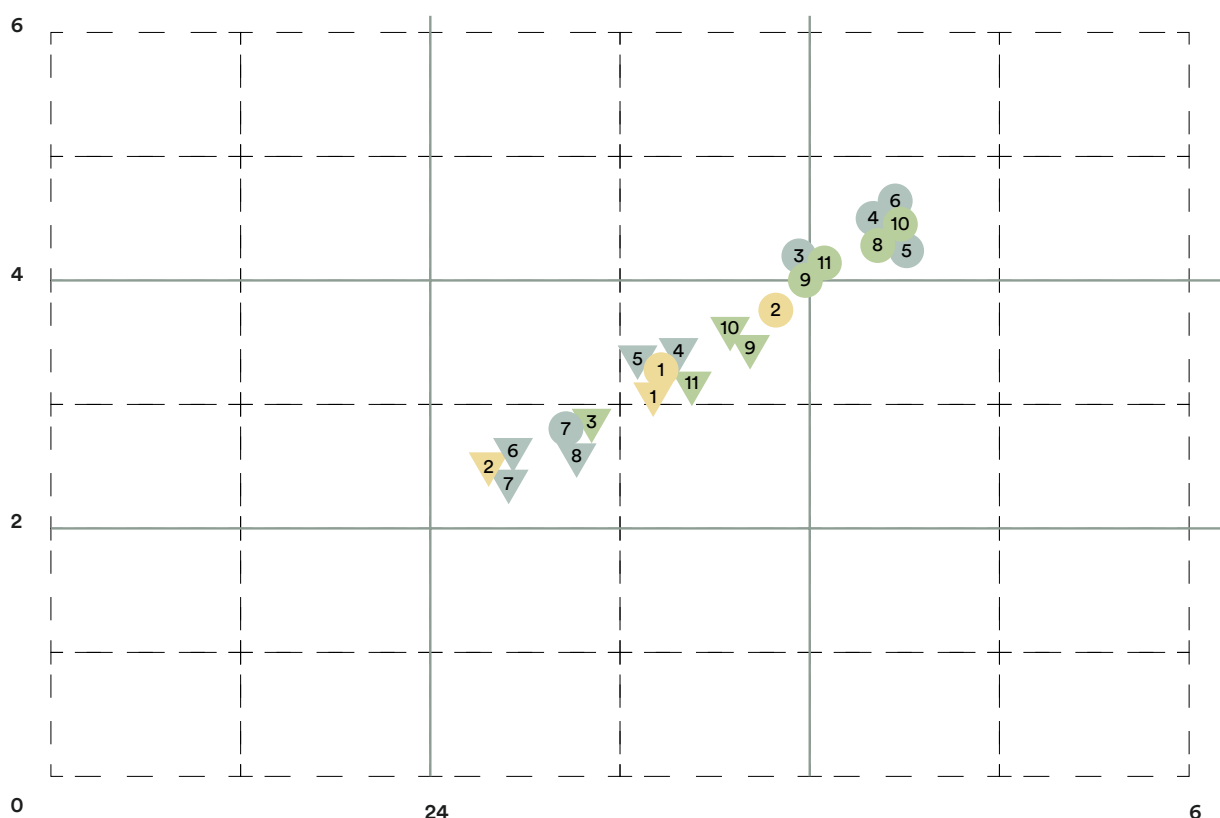
ENVIRONMENT

- 8. Circular economy and waste management
- 9. Sustainable use of water resources
- 10. Energy efficiency and renewable energy production
- 11. Biodiversity protection

The probability that such impact might occur and the time frame in which it could manifest were also analyzed. Another fundamental aspect concerned the nature of the impact: whether it directly affected the company, its business relationships, or both. Finally, the magnitude of the impact was considered, both in positive and negative terms.

Naturally, if the impact involved a violation of human rights, it received the highest priority.

From 0 to 2: low relevance
 From 2 to 4: medium relevance
 From 4 to 6: high relevance



As shown in the chart, all material topics are positioned between medium and high relevance. Among these, Cantina Pizzolato Srl has chosen to focus on the following material topics:

- Occupational health and safety of employees: Reduction of workplace accidents and promotion of employee well-being.
 - Circular economy and waste management: Reducing the use of raw materials by extracting new resources from waste.
 - Diversity, equity, and inclusion: Promoting a corporate culture based on mutual respect, guaranteeing equal opportunities, and opposing all forms of discrimination.
 - Employment, training, and development: Professional and employment growth.
 - Energy efficiency and renewable energy production to reduce environmental and economic impacts.
- For the drafting of this report, other aspects were also included, although not prioritized in terms of impact, but still relevant within the corporate context:
- Presence in international markets
 - Economic performance
 - Diversity and equal opportunities
 - Non-discrimination



04

NON-FINANCIAL RISK

The Code of Ethics and the Internal Control System

The management of environmental, social, and governance (ESG) impacts is entrusted to Sabrina Rodelli, member of the Board of Directors and Head of Marketing and Sales. Her many years of experience and deep sensitivity toward sustainability guide the company along a path of responsible growth.

Leading a dedicated team, Sabrina coordinates activities aimed at ensuring compliance with the company's sustainability commitments, promoting a systematic and measurable approach.

The sustainability team meets quarterly — or more frequently if needed — to monitor the progress of ongoing initiatives and plan new strategies. These meetings are key moments for reviewing actions taken, collecting and evaluating performance data, and identifying innovative solutions to reduce environmental impact and improve social and governance performance.

Thanks to her strategic vision and dedication to sustainability, Sabrina Rodelli ensures ongoing alignment between company initiatives and environmental, social, and governance objectives. She reports directly to the highest governance body and the Board of Directors, providing detailed updates on progress made, challenges encountered, and opportunities for improvement — thereby contributing to the company's conscious and sustainable development. Moreover, it is during discussions with the highest governance body and the full Board of Directors that material topics are addressed and, at least once a year, the sustainability budget is reviewed and approved.

Through this structured and collaborative approach, Cantina Pizzolato strengthens its commitment to sustainable growth, reinforcing its role as a responsible company aligned with the best international practices.

Corporate Policy Project

The Sustainability Committee was appointed and approved by the Board of Directors.

In 2024, the Board of Directors (BoD), in close collaboration with the HR Specialist, launched a project to develop corporate policies. With the organization's growth and the increase in production, the need arose to regulate and formalize business activities more clearly. As a result, policies have been developed to clearly define guidelines and operational procedures.

Corporate policies are drafted by various departments, often in collaboration, to ensure an integrated and coherent approach. Each policy then undergoes a validation process to ensure compliance, with special attention to safety and sustainability aspects.

The Prevention and Protection Service (SPP) verifies compliance of the policies in terms of health and safety at work. At the same time, the policies are submitted to the Board of Directors for final validation, ensuring all provisions are aligned with the company's strategic and operational needs. This process guarantees that each policy is effective, safe, and compliant with regulatory and internal standards.

Regulatory Compliance

Throughout the year 2024, no non-compliance with laws or regulations was identified.

This result confirms the company's ongoing commit-

ment to ensuring adherence to current regulations, while maintaining high standards of compliance, transparency, and responsibility.

Future Projects

In terms of governance, Cantina Pizzolato has planned to adopt the Organizational Model 231 within the next two years.

This model, which serves as an internal organization and control system, is aimed at ensuring compliance with current regulations and preventing unlawful behavior within the company.

The introduction of Model 231 will further strengthen corporate transparency and ethics, improve risk management, and increase stakeholder trust.

Through this initiative, the winery intends to reinforce its governance structure, ensuring a workplace that is increasingly safe, compliant, and responsible.

The Code of Ethics and the Internal Control System

Business issues and challenges are regularly brought to the attention of the Board of Directors during periodic meetings.

On these occasions, each member of the management team, including Sabrina Rodelli, sustainability delegate, presents a detailed report on developments and issues faced in various areas, such as production, environmental management, and innovation.

Problems are documented and discussed in a climate of transparency and cooperation, with the goal of identifying shared and timely solutions.

In the event of conflicts or disagreements — either among Board members or between the Board and stakeholders — the BoD adopts a collaborative and solution-oriented approach.

Conflict management takes place through constructive dialogue, supported, when necessary, by internal or external mediators.

This process is grounded in the principles set forth in our Code of Ethics, which promotes fairness, respect, and

integrity in all business interactions.

The Code of Ethics, made accessible and verifiable, guides the behavior of each member, helping maintain a positive and productive work environment where respect for individual opinions and skills is a priority.

The Board of Directors, composed of members selected for their specific expertise in economic, environmental, social, and governance matters, has a strategic 360-degree vision — from economic planning to the definition of sustainability policies.

The BoD's performance is periodically evaluated against the objectives set at the beginning of the year and

the company's performance indicators, including those related to sustainability and social responsibility.

This evaluation takes place through a self-assessment process, which may be supported by external consultants to ensure impartiality and transparency.

The results of this evaluation are documented and made available for internal and external review, ensuring accurate measurement of the Board's capacity to manage risks, promote innovation, and guide the company toward its long-term goals.

Lastly, the Board's remuneration policies are structured to align with the company's strategic objectives,

incentivizing the achievement of results — especially those tied to sustainability and ethics.

Compensation and any bonuses are linked to the company's overall performance, with a particular focus on sustainability and social responsibility aspects.

This remuneration model, based on clear and verifiable criteria, is designed to motivate BoD members to make decisions in the best long-term interest of the company, while ensuring fairness and transparency.

The highest governance body, supported by the Board of Directors, has been part of the Confindustria Veneto Est Sustainability Group for over 10 years.

Through this group, it actively participates in meetings and exchanges of ideas with other companies on sustainability topics, sharing both challenges and progress achieved.

Each time, the governance body enriches its knowledge and gathers useful sustainability-related insights, which are then shared with all team members.



05 E FOR ENVIRONMENTAL

Energy: Production and Consumption from Renewable Sources

The company is committed to increasing the production of energy from renewable sources, reducing dependence on external sources and minimizing environmental impact.

The adoption of innovative technologies in the photovoltaic sector is a concrete example, contributing significantly to the reduction of CO₂ emissions and the protection of the climate.

Cantina Pizzolato monitors and reports its energy consumption across three operational units: the headquarters in Villorba and the logistics hubs in Giavera.

The electricity used for production processes and administrative activities comes both from self-generation through a photovoltaic system and from purchases from external suppliers.

Methane gas is primarily used to heat water for the bottling plant and winemaking processes.

In addition, the company accounts for fuel consumption by its vehicle fleet, which includes tractors, trucks, and cars.

2024 ENERGY CONSUMPTION DATA

5.524,49 GJ
Purchased electricity

750,08 GJ
Company fleet fuel

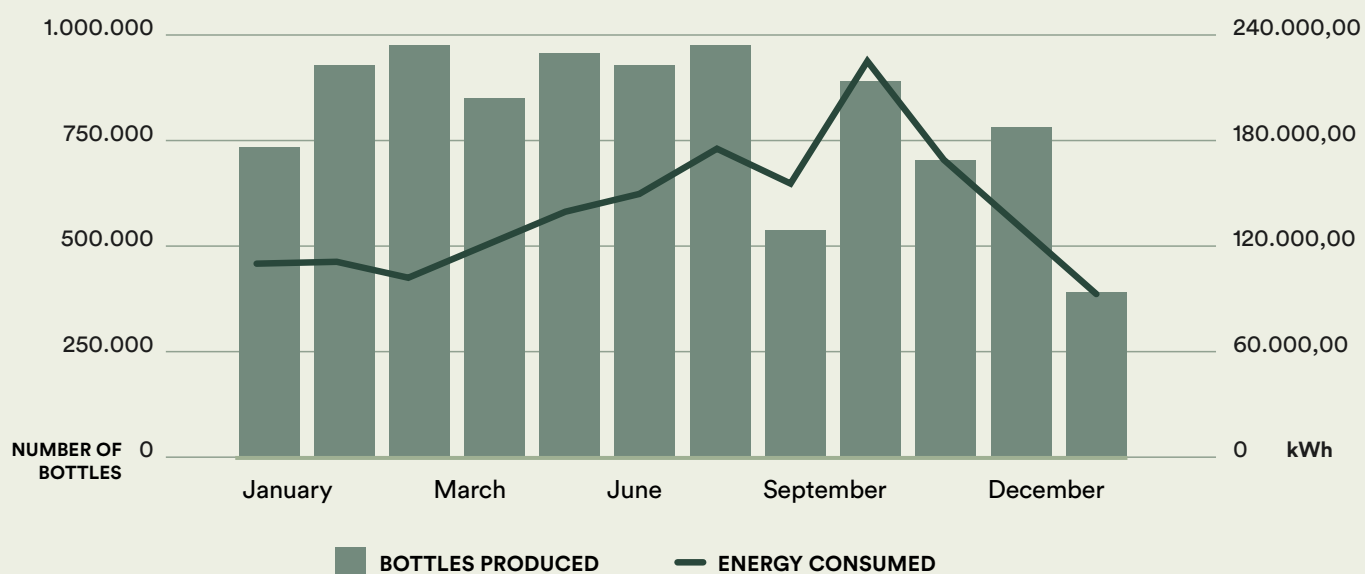
997,99 GJ
Self-produced electricity from photovoltaics

1.281,93 GJ
Purchased methane

8.554,49 GJ
Total energy consumed

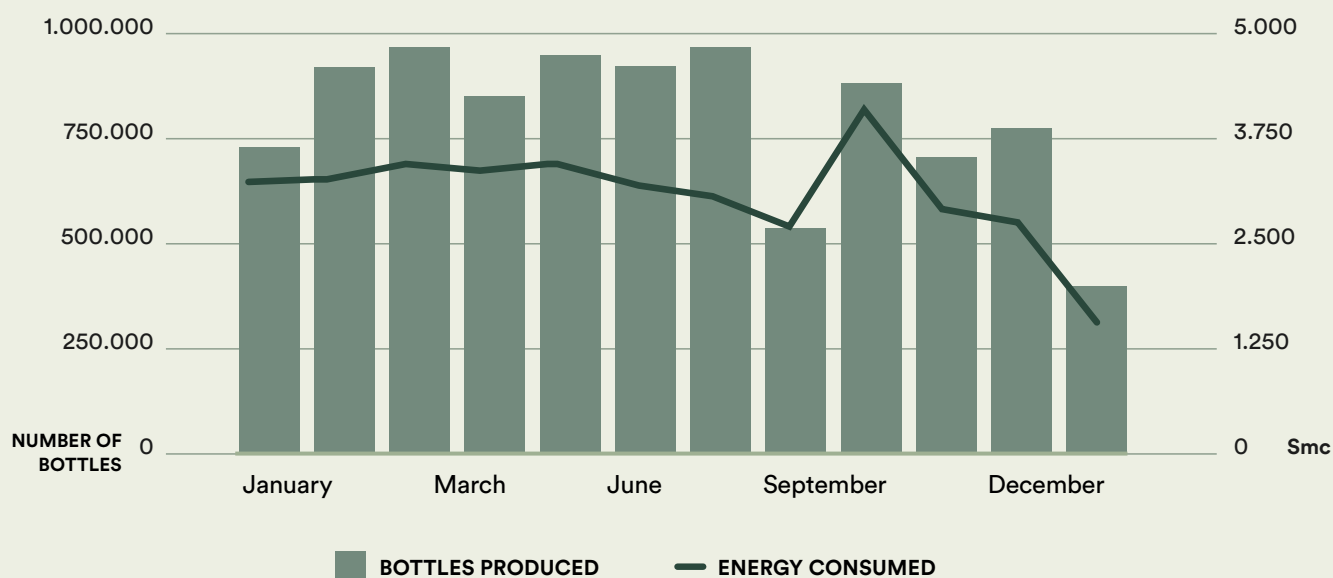
0,000894 GJ/Bt
Intensity index

ENERGY CONSUMPTION



[Image: trend of energy consumption indicator in kWh per bottle produced]

NATURAL GAS CONSUMPTION



[Image: Trend of natural gas consumption indicator in Sm³ per bottle produced]

Being the first year of systematic energy consumption monitoring, it is currently not possible to compare the trend with previous years.

The data collected in 2024 will therefore serve as the reference value for future reporting and analysis of energy performance.

2024 Implementations and Future Projects

In 2024, a revamping intervention of the photovoltaic system was approved, aimed at increasing the production capacity from renewable sources.

The project includes:

- 1) the replacement of obsolete components;
- 2) the optimization of the efficiency of existing plants;
- 3) the adoption of advanced technologies to maximize energy yield.

This investment aims to increase the share of self-produced energy, reducing dependence on external sources and

significantly contributing to the company's sustainability goals and CO₂ emission reduction.

The new photovoltaic system, scheduled to be activated during 2025, will see an increase in self-produced energy, also due to the upgrade from 60kW to 104kW.

Also in 2024, 10 data loggers were installed for precise and targeted monitoring of energy consumption.

These devices enable real-time monitoring of energy use, providing useful data to further optimize consumption.

Moreover, an energy audit was carried out with the support of external consultants, allowing for the identification of intervention areas for 2025. This process will enable more in-depth analyses and the implementation of targeted actions to improve the energy performance of Cantina Pizzolato, with the goal of continuing to reduce environmental impact and increase overall efficiency.

Circular Economy and Waste Management

Sustainable waste management and the adoption of circular economy practices are key aspects of Cantina Pizzolato's environmental strategy.

The company promotes recycling and material recovery, reducing waste and optimizing resource use, for a positive impact on the environment and community.

Cantina Pizzolato takes a proactive approach to waste management, prioritizing waste reduction.

In 2024, the company initiated a waste mapping project aimed at a detailed analysis of the processes that generate waste.

The main goal was to minimize waste through optimized procedures and, where possible, develop circular economy initiatives, favoring material reuse and recycling.

2024 WASTE MANAGEMENT DATA:

29,92 t

Waste sent to landfill

104,408 t

Waste sent for recovery

(Of which 0.15 t hazardous and 104.258 t non-hazardous)

Cer	Type of waste	Quanty (kg)	Hazardous/Non-hazardous
020705	Sludge produced from on-site treatment of effluents	29920	Non-hazardous
150101	Paper and cardboard packaging	43538	Non-hazardous
150101	Label reels	11500	Non-hazardous
150102	Plastic packaging	22640	Non-hazardous
150106	Mixed material packaging	2300	Non-hazardous
150107	Glass packaging	24280	Non-hazardous
150110	Packaging containing residues of hazardous substances	150	Hazardous
TOTAL		134328	

The waste originates from winemaking and bottling processes, as well as from office management and business efficiency activities.



By-products of the harvest, such as lees, pomace, and grape seeds, are not considered waste, as they are fully reused for distillation.

Furthermore, thanks to the use of mechanical harvesting, the stems do not reach the winery, thus avoiding the

production of additional organic waste.

Some wastes are not subject to management through forms/MUD, as they are sent for recovery through the local public service.

2024 Implementations and Future Projects

During 2024, Cantina Pizzolato implemented several initiatives aimed at the recovery and recycling of specific materials, with the goal of reducing environmental impact and promoting sustainability.

The main actions undertaken were:

→ **Cork stoppers:** recovered and recycled by our supplier.

→ **Siliconized paper:** The company joined the Cycle4Green project, which deals with recycling polyethylene label backings, a material commonly used in bottle label production. Thanks to this membership, Cantina Pizzolato receives an annual certificate certifying the amount of CO₂ saved through their recycling.

→ **Plastic packaging:** sent for recycling through collaboration with a supplier who transforms them into new stretch film.



Wastewater Management

Cantina Pizzolato, although not including water reporting according to GRI standards in this report, still wishes to highlight its commitment to sustainable wastewater management. Over the years, the company has invested in a treatment plant capable of fully processing all the winery's wastewater. The system, which uses high-efficiency membranes, reduces the outgoing COD (Chemical Oxygen Demand) with an efficiency of 98%, as shown in the table below.

2024	COD in	COD out	Wastewater treatment plant efficiency
JANUARY	1143	27	97,6%
FEBRUARY	1012	22	97,8%
MARCH	864	20	97,7%
APRIL	716	23	96,8
MAY	951	22	97,7%
JUNE	1174	26	97,8%
JULY	980	21	97,9%
AUGUST	1374	22	98,4%
SEPTEMBER	3628	55	98,5%
OCTOBER	3520	44	98,8%
NOVEMBER	1244	30	97,6%
DECEMBER	994	20	98,0%

The treatment plant undergoes monthly maintenance carried out by a specialized company, which performs regular checks on both the incoming and outgoing COD.

In addition, analytical tests are conducted every six months in accordance with the requirements of Table 2, Annex C, of the Water Plan.

These measures ensure that the treated water, which is reintroduced into the soil through the sub-irrigation process, does not cause any negative impact on the surrounding environment.

Monitoring of Auxiliary Product Purchases

Cantina Pizzolato has implemented a rigorous monitoring system to ensure that all materials and products used in the production process are selected and managed responsibly. Every incoming and outgoing product is recorded through a management system and monitored via Excel spreadsheets to ensure complete traceability and easy identification. Specifically:

→ **1. Packaging:** The company constantly monitors the use of packaging materials, with particular attention to reducing packaging waste and using recyclable and biodegradable materials. A process is currently underway to select and optimize materials aimed at reducing environmental impact and promoting eco-sustainable solutions.

→ **2. Oenological Products:** Products used in winemaking are selected based on strict sustainability criteria, taking into account both environmental impact and consumer safety. The winery is committed to monitoring the use of additives, processing aids, and other oenological substances to ensure they comply with quality and safety standards.

→ **3. Detergents and Sanitizers:** To ensure a high level of hygiene and safety in production processes, detergents and sanitizers are used that meet environmental requirements. A monitoring system tracks consumption, prioritizing eco-friendly solutions and minimizing the use of harmful chemicals, in line with the company's sustainability objectives.

The following table presents the aggregated consumption data for these products:

Type	Quantity purchased (kg)
PACKAGING	5.930.735
OENOLOGICAL PRODUCTS	4.171
DETERGENTS AND SANITIZERS	16.179



06 S FOR SOCIAL

OUR PEOPLE



Employees

All our employees reside in the local area, specifically within the province of Treviso.

Employees by professional category, gender, and age group, as of 31.12.2024:

Categories	< 30		30-50		> 50		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Company								
Executives	-	-	-	-	-	-	-	-
Middle Manager	-	-	-	-	-	-	-	-
Clerical staff	1	5	2	7	-	1	3	13
Workers	7	-	12	-	3	1	22	1
TOTAL AGE GROUP	13		21		5		39	

Employees by Contract Type and Gender, as of 31.12.2024:

Contract Type	Men	Women	Total
Permanent	22	10	32
Fixed-term	1	-	1
Apprenticeship	2	2	4
Part-time	-	2	2
Temporane agency work	-	-	-
Curricular internship	-	-	-
Extra-curricular internship	-	-	-
TOTAL	25	14	39

The data related to personnel, turnover, and other indicators have been collected and calculated based on the total number of employees, using a “headcount” approach.

This method provides a clear and straightforward overview of the company’s situation, making it easier to analyze and understand internal dynamics.

Employee Turnover – Inflow and Outflow

Hires by gender

Year	Men	Women	Total
2022	8	2	10
2023	6	7	13
2024	1	2	3

Hires by age group:

Year	<30	30-50	>50	Total
2022	5	5	-	10
2023	8	5	-	13
2024	1	2	-	3

Terminations by gender, including fixed-term contract expirations:

Year	Men	Women	Total
2022	6	1	7
2023	2	5	7
2024	-	1	1

Terminations by age group:

Year	<30	30-50	>50	Total
2022	3	4	-	7
2023	3	4	-	7
2024	1	-	-	1

Incoming turnover by gender

Year	Men	Women	Total
2022	25,80%	6,45%	32,25%
2023	18,18%	21,21%	39,39%
2024	2,70%	5,40%	8,10%

Incoming turnover by age group

Year	<30	30-50	>50	Total
2022	16,12%	16,12%	-	32,25%
2023	24,24%	15,15%	-	39,39%
2024	2,70%	5,40%	-	8,10%

Positive turnover rate calculated = entries during the period / workforce at the beginning of the period × 100.
Beginning of period 2022 = 31, beginning of period 2023 = 33, beginning of period 2024 = 37.

Outgoing turnover by gender

Year	Men	Women	Total
2022	19,35%	3,22%	22,57%
2023	6,06%	18,18%	24,24%
2024	-	2,70%	8,10%

Outgoing turnover by age group:

Year	<30	30-50	>50	Total
2022	8,69%	4,34%	-	13,04%
2023	9,67%	12,90%	-	22,57%
2024	2,70%	-	-	2,70%

TRAINING

Training

Cantina Pizzolato invests in the professional growth and employment of its collaborators by promoting training programs, skills development, and policies that encourage work-life balance.

Training is provided both internally and externally. When external organizations are involved, they must be certified and provide official certification of completion. This ensures continuous and qualified updating for all collaborators.

Number of training hours in 2024 by age group, gender and job category:

Categories	< 30		30-50		> 50		Total	
Company	Men	Women	Men	Women	Men	Women	Men	Women
Executives	-	-	-	-	-	-	-	-
Middle Manager	-	-	-	-	-	-	-	-
Clerical staff	53,5	46	14	140,5	-	12,5	67,5	199
Workers	99,5	-	95,5	-	21	1	216	1
TOTAL AGE GROUP	199		250		34,5		483,5	

Training in the field of sustainability:

Categorie	< 30		30-50		> 50		Total	
Company	Men	Women	Men	Women	Men	Women	Men	Women
Executives	-	-	-	-	-	-	-	-
Middle Manager	-	-	-	-	-	-	-	-
Clerical staff	-	4	-	96,5	-	-	-	100,5
Workers	-	-	2	-	-	-	2	-
TOTAL AGE GROUP	4		98,5		-		102,5	

In 2024, a total of 153 hours of safety training were conducted.

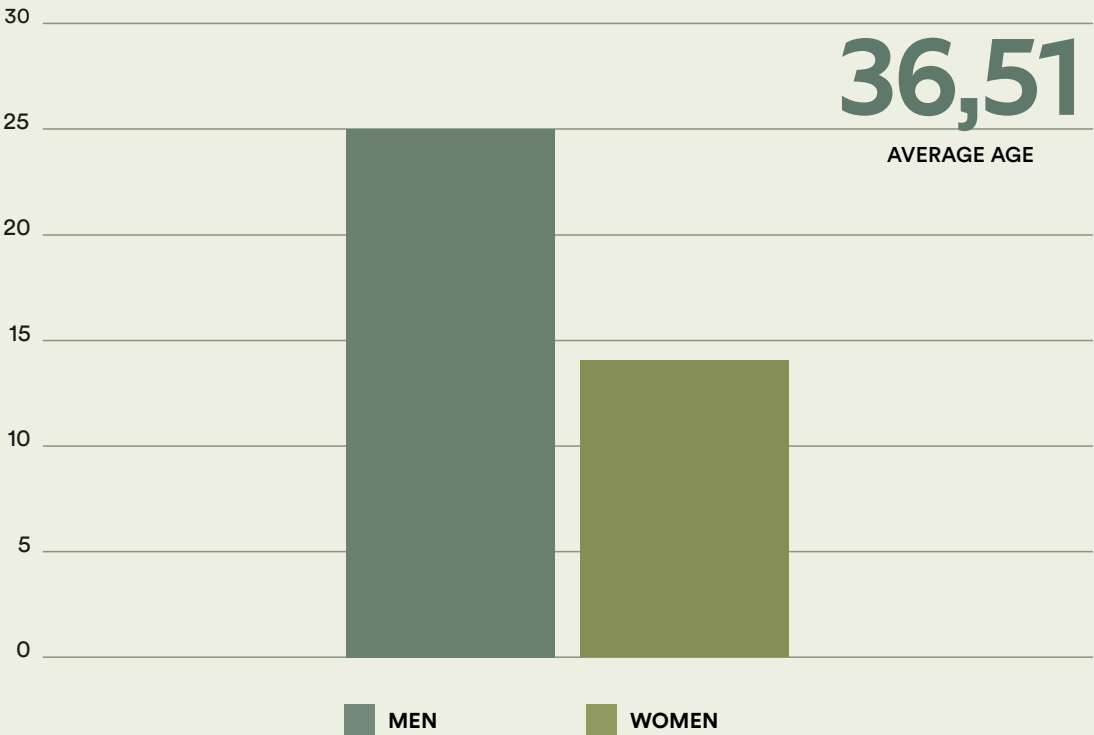
Equal Opportunities and Non-discrimination

With the aim of promoting equal opportunities—understood as the absence of barriers to economic, political, and social participation of any individual based on gender—Cantina Pizzolato Srl is committed to achieving equality between men and women by removing obstacles that hinder gender parity. Currently, the female workforce represents 36% of the company, while males account for 64%, with 25 men and 14 women employed. The gender gap is mainly concentrated in the production departments, which are predominantly staffed by men. This contrasts with the office departments, where 85% of the staff are women. During the year, no incidents of discrimination were reported to management through formal procedures (legal actions or complaints) or through internal company mechanisms designed for their identification.

Future Projects

In line with its values and strong beliefs, Cantina Pizzolato has decided to begin the certification process for Gender Equality in 2025. This initiative not only confirms the commitment the company already practices daily but also aims to add further credibility to the internal policies already adopted. The winery hopes to highlight its ongoing dedication to gender equality by offering an inclusive work environment that respects diversity, sending a strong and tangible message of social awareness, and contributing to the well-being and growth of all employees, regardless of gender.

Men/Women



Compensation

Cantina Pizzolato Srl hires its employees in accordance with the National Collective Labor Agreement (CCNL) for the Food Industry and utilizes an external labor consultant, independent from the highest governing body and senior managers, who operates within a third-party organization. This consultant validates salaries in compliance with the CCNL and current regulations.

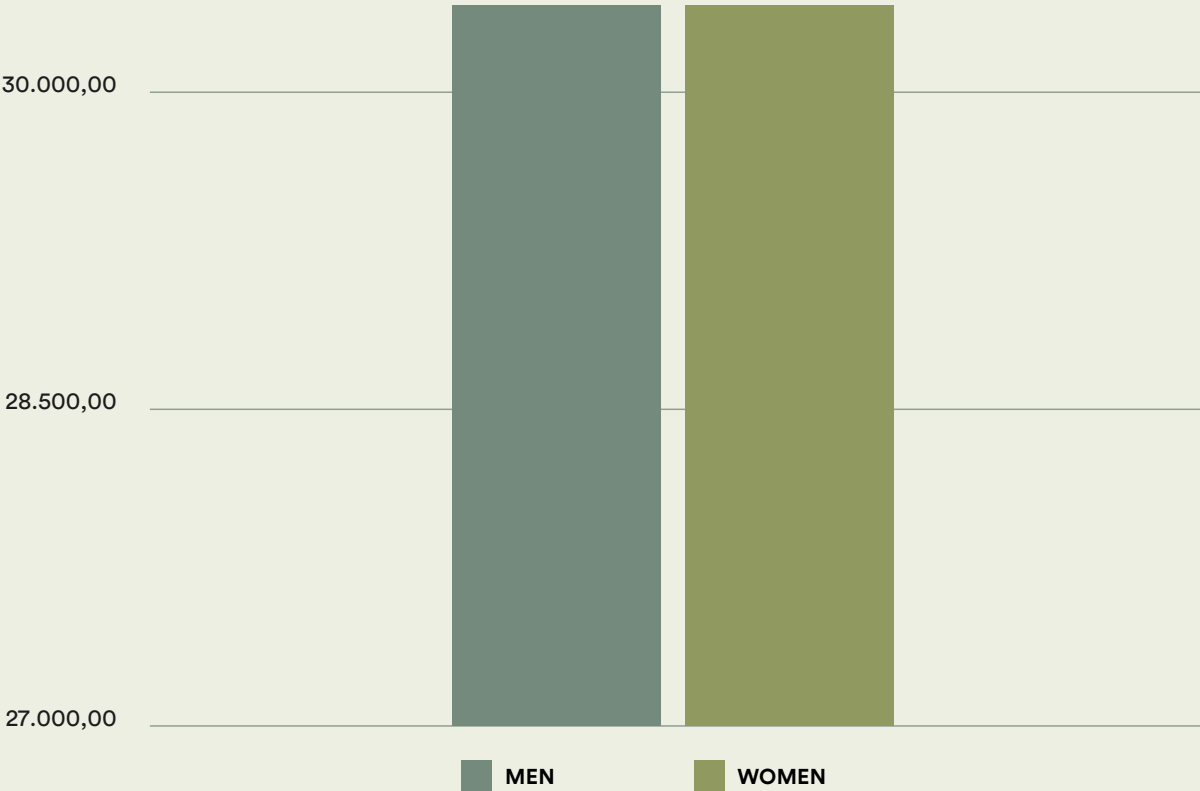
Regarding senior managers and the highest governing body, salaries are determined according to the provisions set forth in the company's bylaws. Furthermore, Cantina Pizzolato Srl ensures there is no gender pay gap, strictly adhering to the meritocratic principle. Compensation is weighted based on each employee's professional skills and assigned responsibilities. Every year, management commits to reviewing the salary adequacy for all employees, with the most recent review conducted in December 2024.

Future Projects

In 2025, the company will launch a pilot project on Management by Objectives (MBO) involving some of its collaborators. The aim is to carry out periodic evaluations of their performance and professional development.

Approximately 1% of employees will be involved in this project.

Average remuneration of men/women



Turnover and Downgrading Rate

Cantina Pizzolato Srl strives to improve the work-life balance and is committed to preventing professional life from overshadowing private life or significantly altering its lifestyle.

PATRENTAL LEAVE

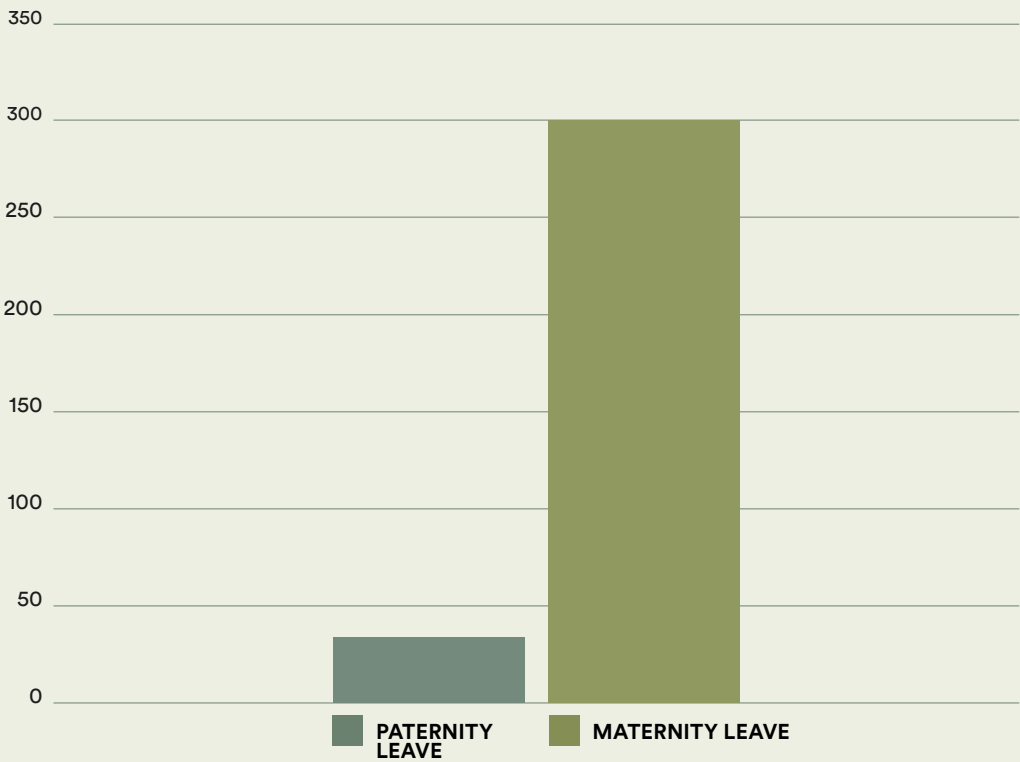
Cantina Pizzolato Srl fully complies with the applicable legislation.
In 2024, no cases of resignation or demotion occurred as a result of maternity or paternity.

Use of parental leave by gender:

In 2024, 301 days of optional maternity leave and 30 days of paternity leave were taken.

The return-to-work rate was 100%, and the retention rate, calculated as employees remaining within 12 months after returning from parental leave, was also 100%.

Paternity leave was available to two individuals, and both made use of it. Regarding maternity leave, only one person was entitled to it, and that leave was fully utilized by them.



Meeting Moments

1

COMPANY OUTING –
TEAM BUILDING

2

ANNUAL PLENARY
MEETINGS

COMPANY BENEFIT

Corporate welfare:

At the beginning of 2024, a personalized Corporate Welfare platform was introduced.

This is a Welfare on Top initiative aimed at supporting employees' income through a tool that allows them to use the credited funds in multiple ways, according to their individual needs, requirements, and personal preferences.

OUR VOICE Project

At the beginning of 2024, following the Ascoltiamoci initiative started in 2021, the OUR VOICE program was launched, supported by a consultant specializing in generational evolution, organizational restructuring, and human capital management, with the aim of assisting management and employees in their growth and change journey.

Focus Group

During 2024, the usual corporate climate analysis was conducted using Focus Groups. The sessions highlighted the following areas for improvement, in which the company has decided to invest over the next two years:

- **communication;**
- **sharing;**
- **responsability;**
- **leadership;**
- **soft skills training**



07 G FOR GOVERNANCE

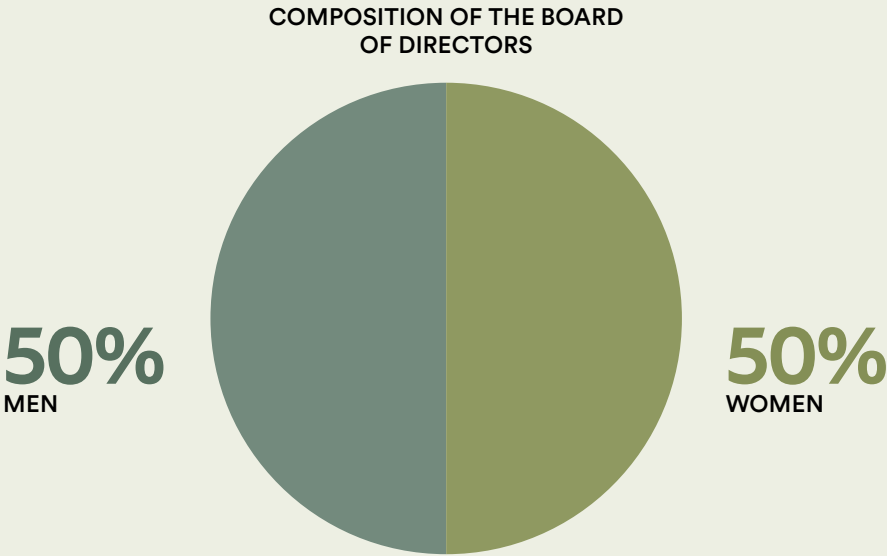
Our Governance

The governance of Cantina Pizzolato is based on principles of transparency, responsibility, and integrity. The Board of Directors ensures ethical management focused on creating shared value, fostering continuous dialogue with stakeholders, and guaranteeing that strategic decisions are aligned with sustainable development goals.

Governance is entrusted to an Assembly composed of four directors, who meet periodically (four times a year) to discuss and decide on the main strategic and operational issues.

Among the Assembly's most significant functions are the approval of the Financial Statements and the Sustainability Report, key tools for transparently monitoring the group's economic, social, and environmental performance.

The highest governing body of Cantina Pizzolato is the Board of Directors (BoD), composed of four members, with equal representation of men (50%) and women (50%), as shown in the chart.



JOB CATEGORIES	<30		30-50		>50		TOTAL	
	Men	Women	Men	Women	Men	Women	Men	Women
Board of Directors	-	-	1	2	1	-	2	2

The Chairman of the BoD is Settimo Pizzolato, the company's founder and senior manager, who has led the winery since its inception, contributing to its growth and recognition in the organic wine sector. Pursuant to and in accordance with Law No. 208 of 28 December 2015, single article, paragraphs 376–384, as a Benefit Corporation, the company, in addition to its purpose of distributing profits, aims to pursue one or more common benefit objectives and operate responsibly, sustainably, and transparently towards people, communities, territories and the environment, cultural and social assets and activities, entities and associations, and other stakeholders.

Human Rights

The company, in its management and in its relationships with stakeholders, also respects the UN Guiding Principles on Business and Human Rights. Among other initiatives, the company increasingly focuses on gender equality by promoting and fostering a culture of inclusion, and places high importance on workplace safety for both employees and suppliers, who, through adherence to the company's Code of Ethics, commit to respecting the conditions set forth therein.

The members of the Board of Directors are appointed in accordance with the procedures established by the company's bylaws and serve for an indefinite term. The BoD is responsible for defining corporate strategies, approving key decisions, and ensuring compliance with sustainability and transparency objectives.

The company adopts a governance system guided by the principles of responsibility, ethics, and sustainability, integrating ESG (Environmental, Social, Governance) guidelines into the decision-making process to ensure informed and long-term oriented management.

Furthermore, fair working conditions are ensured, including the definition of a maximum number of working hours based on the national collective agreement signed by the parties, and equal pay between men and women. The company also promotes social and economic development that respects local communities and the territory. Additionally, the processing of personal data of employees and stakeholders respects fundamental rights, particularly their right to privacy.

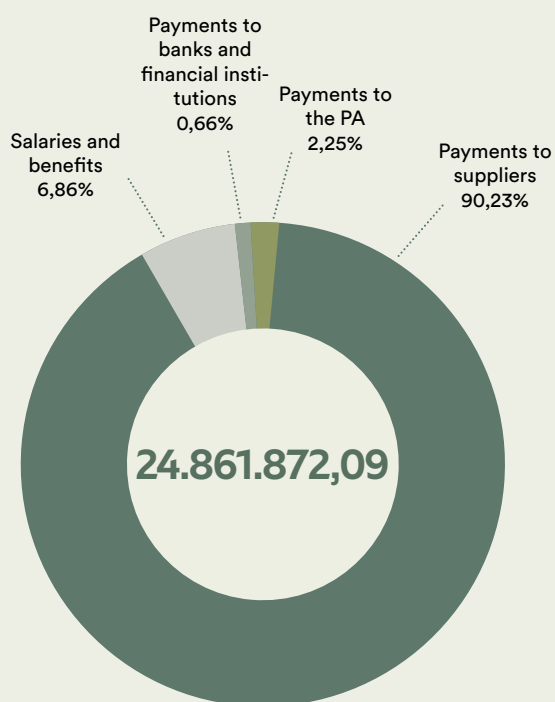
Economic Value Generated. Our Economic and Financial Performance

To report economic data more clearly and comprehensively than in the traditional financial statements, it is necessary

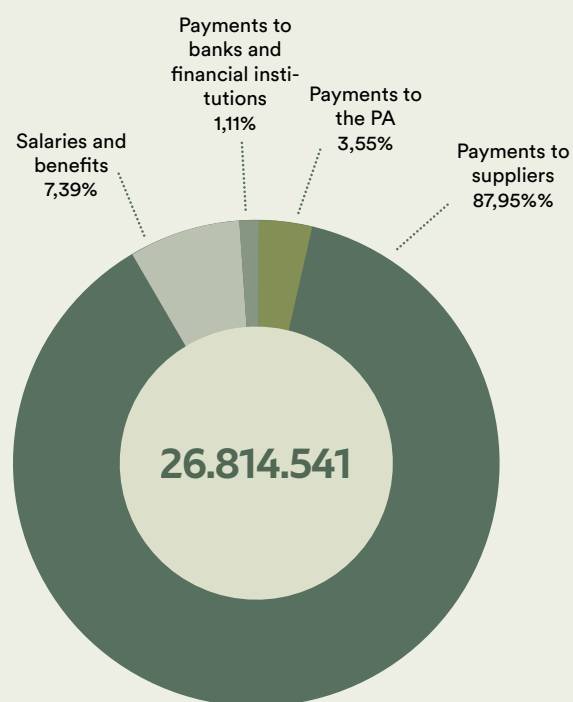
to highlight the relationship between resources used and stakeholders (and the related reporting areas). For this purpose, the financial statements are reclassified by purpose.

	DISCLOSURE 201-1	31/12/2023	31/12/2024
A	DIRECTLY GENERATED ECONOMIC VALUE	24.861.872	26.814.541
B	DISTRIBUTED ECONOMIC VALUE	22.848.112	24.268.896
	<i>Payments to suppliers</i>	20.565.569	21.290.113
	<i>Salaries and benefits</i>	1.563.505	1.788.427
	<i>Payments to banks and financial institutions</i>	150.444	269.620
	<i>Payments to the Public Administration</i>	513.680	859.151
	<i>Payments in support of the community</i>	54.914	61.585
C	RETAINED ECONOMIC VALUE	2.013.760	2.545.645
	<i>Depreciation and provisions for risks</i>	483.325	542.855
	<i>Profit for the year</i>	1.530.435	2.002.790

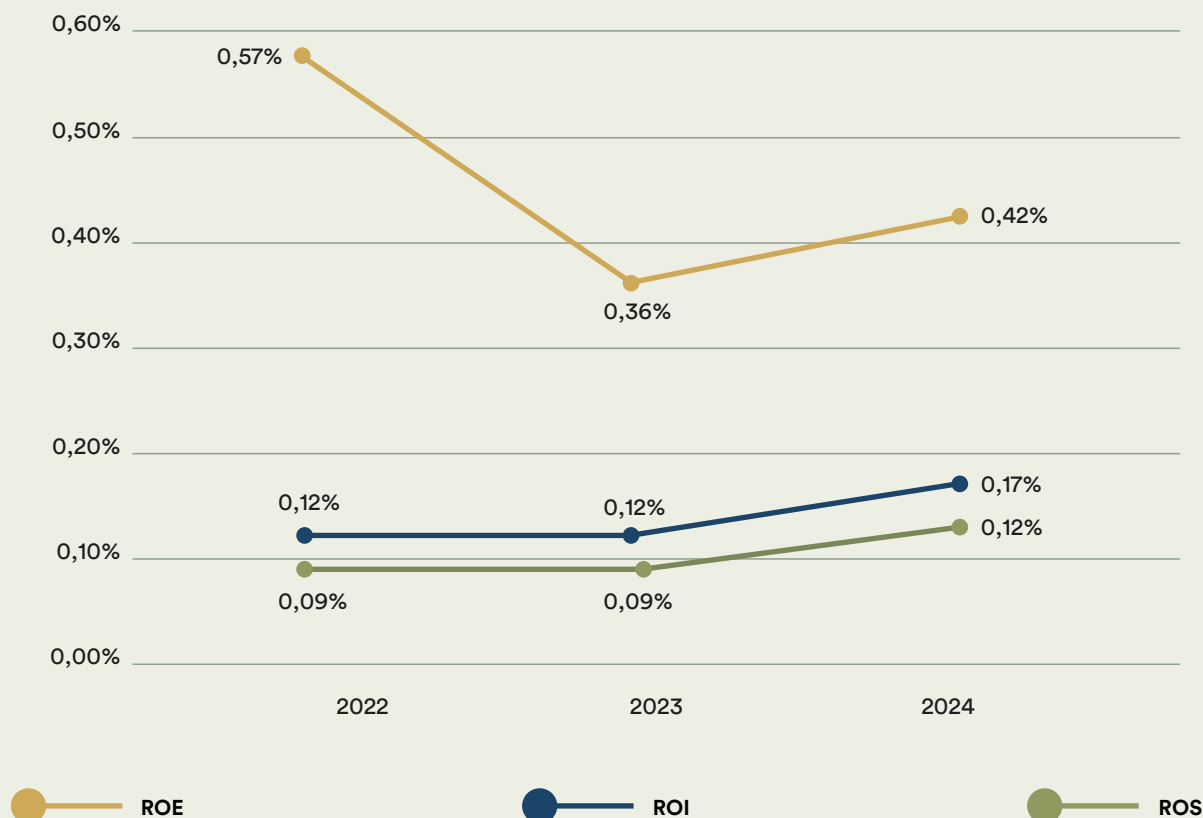
DISTRIBUTED ECONOMIC VALUE 2023



DISTRIBUTED ECONOMIC VALUE 2024



PROFITABILITY INDICATORS (2022-2023-2024)





08

PEOPLE AND COMMUNITY

Occupational Health and Safety

The health and safety of employees are an absolute priority. The company implements an integrated risk management system, which includes an internal Safety Officer, an external RSPP (Prevention and Protection Service Manager), the Workers' Safety Representative (RLS), and the competent physician, ensuring safe working environments and continuous training in prevention.

The company is actively committed to guaranteeing a safe workplace by adopting risk prevention strategies and protective measures aimed at safeguarding employee well-being.

In 2024, to further strengthen the safety management system, the role of internal Safety Officer was introduced. This position works in synergy with the external RSPP, the RLS, and the competent physician, forming a dedicated team responsible for overseeing safety practices and risk prevention.

As part of this strategy, the Risk Assessment Document (DVR) was prepared for Cantina Pizzolato Srl and Azienda Agricola Settimo Pizzolato. This document provides a detailed analysis of all potential risks associated with the company's various activities, covering the entire production cycle:

- Agricultural activities, including vineyard management and seasonal operations such as harvest.
- Winemaking and bottling processes, involving the use of machinery, handling of materials, and management of chemicals.
- Office management, where ergonomic and psychological risks related to the work environment were assessed.

The DVR identifies and classifies specific risks for each role, defines preventive measures, and specifies the appropriate Personal Protective Equipment (PPE). Additionally, for each risk, intervention plans are established to minimize or eliminate the likelihood of accidents, thereby ensuring work environments that comply with safety standards.

Risk Management for External Companies

For activities carried out by external companies within Cantina Pizzolato, the Single Interference Risk Assessment Document (DUVRI) is prepared. This tool is essential for identifying, assessing, and preventing risks arising from the interaction between internal and external workers.

The DUVRI includes the analysis of the following aspects:

- Simultaneous use of machinery, to avoid dangerous interference.
- Exposure to chemicals, with procedures for safe handling.
- Coordination of activities, to prevent overlaps in workflow.

In addition to risk assessment, the document defines specific preventive measures, such as the adoption of operating procedures, the use of PPE, and the coordination of activities among the various operational teams.

Analysis of Workplace and Occupational Diseases

During 2024, a minor accident occurred, resulting in a short period of rest for the employee involved. The incident was thoroughly analyzed to identify its causes and prevent similar events from recurring. Additionally, the details of the accident were shared with all employees to strengthen the safety culture and raise awareness of preventive measures.

No occupational diseases were recorded during the year. In 2024, a single accident occurred, lasting 13 days.

0,10%

FREQUENCY RATE

38,42

AVERAGE NUMBER OF
EMPLOYEES – 2024

67.653,50

ORDINARY HOURS
WORKED – 2024

72 hours

TOTAL HOURS LOST
DUE TO ACCIDENTS

7,85%

SEVERITY RATE

13

TOTAL ACCIDENT
DAYS

1.655

HOURS WORKED IN 2024 BY THE
INJURED EMPLOYEE

2024 Implementations and Future Projects

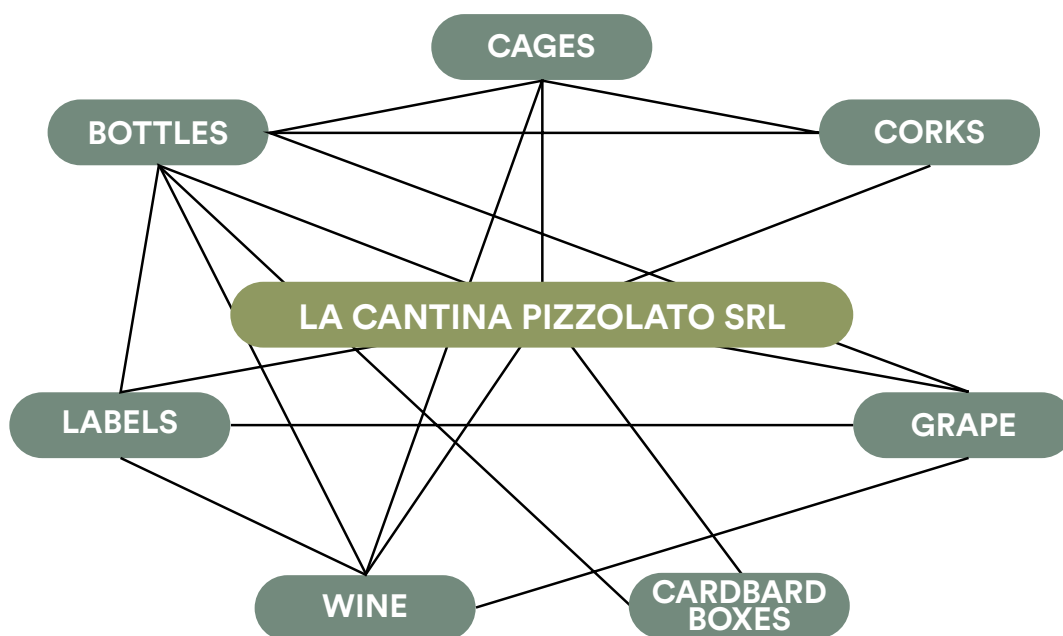
In 2024, significant safety interventions were implemented. In particular, the Single Interference Risk Assessment Document (DUVRI) was revised and updated with a more comprehensive and detailed version, including a specific analysis of each interference risk associated with every work activity. Additionally, the types of Personal Protective Equipment (PPE) were updated, introducing new equipment suited to the safety requirements of each role. All operational employees in the production departments received targeted training on the correct use of each individual PPE. Furthermore, a semi-automatic defibrillator was purchased, representing an additional step towards improving workplace safety.

Also in 2024, the emergency and evacuation plan was rewritten, with the addition of illustrative photos to facilitate understanding of the procedures, particularly for new hires. This visual approach was adopted to help all employees adopt correct behaviors in case of emergencies, whether fire, medical emergencies, or natural disasters, ensuring a rapid and safe response in every situation.

For 2025, Cantina Pizzolato plans to review the entire Risk Assessment Document (DVR), updating it according to regulatory developments and company needs. Monthly safety training sessions are also planned, specifically focused on proper risk management and the adoption of best practices, tailored to each role. These courses will ensure that all employees are consistently updated on safety procedures and prepared to handle any emergencies.



Supply Chain



At Cantina Pizzolato, we are committed to cultivating relationships with our suppliers based on principles of honesty, integrity, and compliance with current regulations, ethical standards, and company guidelines. We are fully aware that sustainability across the entire supply chain is a fundamental pillar of our corporate responsibility. For this reason, we promote good business practices at every stage of our products' life cycle, believing that sustainability is an essential resource for our management model.

Over the years, we have built and strengthened a network of long-lasting, trust-based relationships with local companies. For several years, we have been sending questionnaires to our stakeholders to understand and evaluate their awareness of the issues that are important to us.

In 2024, we shared a sustainability policy with our raw material suppliers. This document defines the principles that every supplier must respect regarding ethics and integrity, labor practices, employment conditions, environmental compliance, and sustainability, with the aim of ensuring transparent and responsible sourcing.

We also encourage our suppliers to exceed the minimum requirements of the Code and to pursue continuous improvement in their business practices. The main supply categories for our winery include raw food materials, such as grapes, wine, and must, and dry goods, meaning materials for bottling, packaging, and distributing our products, such as bottles, corks, labels, cardboard boxes, and wooden crates.

Our Customers

The company is committed to consolidating and expanding its presence in international markets, promoting competitiveness and economic growth through sustainable and responsible business practices that enhance innovation and industry know-how.

In this context, particular attention is given to building long-term relationships with commercial partners and ensuring customer satisfaction, promoting a development model focused on quality, transparency, and respect for the diverse needs of the markets.



PROJECT IN THE TERRITORY

Community

In the era of global interconnection, the value of the group and support for the community are fundamental for sustainable progress and social balance. The union of people with shared goals creates a synergy capable of addressing challenges, stimulating innovation, and achieving significant milestones. This collaborative spirit is essential not only internally but also in actively supporting the local community.

Investing in the community means investing in our future, contributing to the social, cultural, and economic well-being of the area in which we operate. Through volunteer initiatives, sponsorships, and collaborations, Cantina Pizzolato leaves a positive and lasting impact, making corporate success synonymous with tangible benefits for people and the territory.

Given the strong focus on the impacts that Cantina Pizzolato may generate, a questionnaire is sent to the neighborhood each year to collect suggestions and feedback from the community. To date, no negative issues have arisen. Additionally, the company website includes a dedicated section for any reports or complaints, providing an additional direct communication channel with the community.

Winery Activities

As custodians of an invaluable natural heritage, we have adopted certified organic and vegan agricultural practices to express the purity of the terroir we cultivate.

Our commitment to sustainability is also reflected in the promotion of educational and transparency initiatives, aimed at sharing our philosophy and raising public awareness of the importance of environmental protection

IN THE WINERY



BIO TOUR

Guided tours with tastings, designed as food and wine experiences to discover the Pizzolato world, from production to the table. In 2024, 136 tours were held, with a total of 833 visitors, including 144 students.

WINE SHOP

On-site shop dedicated to the direct sale of organic and vegan wine. Since 2023, the service has expanded to include organic bulk wine (still white, red, and sparkling).

BUSINESS & HOSPITALITY

In our space 'L'Officina del Vino,' we host corporate collaborations and private events. In 2024, 23 events were organized, showcasing our sustainable and organic philosophy.

CULTURAL EVENTS

A rich calendar of events that allows participants to experience our world and engage with the culture of organic practices and sustainability.

SECRET TASTING

Six blind tasting evenings designed to introduce participants to organic wine, supported by the expertise of winemakers and sommeliers.

CINEMA IN THE WINERY

A series of film screenings in the vineyard, organized in collaboration with SOLELUNA DOC and the CONSORZIO PROSECCO DOC, featuring the film 'CAITI BLUES' by Justine Harbonnier.

TOAST AT ALTITUDE

Two autumn weekends in a hot air balloon, offering the opportunity to toast at altitude and enjoy the landscape.

NOVELLO FESTIVAL

An event celebrating autumn flavors and the beauty of nature, with the Novello symbolizing recognition for the work carried out during the harvest

As part of our commitment to sustainability and community well-being, Cantina Pizzolato acts as a promoter of local welfare that goes beyond the production of organic wine.

Our goal is to create a work and social environment that supports our employees, their families, and the local communities.

Work-Study Programs and Collaboration with Schools

A significant aspect that characterizes the company is its consistent openness to school-to-work transition projects. Each year, the company offers several students from various schools the opportunity to undertake internship programs. This educational approach allows students, through direct and practical experience, to consolidate the knowledge acquired during their school period and to concretely test their own skills, enriching their education.

Each student is assigned a tutor who guides them, involving them in projects and objectives to be pursued. The school-to-work program is not only an important tool for students but also for the company, which can get closer to the future worker and consumer and gain valuable insights on various aspects. In 2024, the company hosted 2 students in collaboration with the Cerletti Institute of Conegliano (TV) and the ITS Agroalimentare Veneto Foundation.



We collaborate with local authorities and associations to develop projects supporting social initiatives, environmental education, and health promotion, strengthening the connection between the winery and the territory. Among the most significant projects:

VILLORBA CALCIO ASD

The winery continues to be the main sponsor of the sports club, supporting the growth and development of the teams, young members, and the community involved.

“IL FIORE DEL DESERTO”

Pizzolato was the technical sponsor of Silvia Canton's solo exhibition, dedicated to raising awareness of disasters caused by climate change, held at the Santa Caterina Museum in Treviso.

WELFARE CARE

Partner of the 'Free Mammography and Ultra-sound' event, promoted by WelfareCare, dedicated to breast cancer prevention.

FOUNDATION IEO-MONZINO

Wine sponsor of the Christmas Gala for Research, a charity evening supporting cancer research and heart disease studies at the European Institute of Oncology and the Monzino Cardiology Center.

COMMITTEE MARIA LETIZIA VERGA

Through the purchase of artisanal pandoro cakes, the winery has renewed its commitment to supporting the Committee, whose mission is to improve the overall quality of life of children and adolescents affected by hematologic-oncologic diseases





09

CO₂ EMISSIONS: SCOPE 1, 2 AND 3

Emissions

In 2024, Cantina Pizzolato began the process of measuring and managing its greenhouse gas emissions, with the goal of strengthening its commitment to environmental sustainability. In particular, the company completed the calculation of Scope 1 and Scope 2 emissions, which refer respectively to direct emissions from company sources and indirect emissions from purchased energy. At the same time, the calculation of Scope 3 emissions, which includes all other indirect emissions along the entire value chain, was initiated.

In 2025, Cantina Pizzolato, with the support of an external specialized consultant, will complete the calculation of

Scope 3 emissions, ensuring a comprehensive and accurate view of its total emissions. This step will be essential for identifying reduction opportunities and integrating additional sustainable strategies into the company's operations.

Meanwhile, the data collected so far are presented below, providing an initial overview of identified emissions and enabling concrete actions to reduce them and improve the company's environmental performance.



SCOPE 1: 1,89%



SCOPE 2: 5,57%



SCOPE 3 (W.I.P.): 92,54%

SCOPE 1

In particular, with regard to Scope 1, the analysis focused on:

→ Stationary combustion: Methane

→ Mobile combustion: Transport vehicles

Cantina Pizzolato has adopted methane gas as the primary source for heating the water used in production processes.

To monitor methane gas consumption, we rely on the data provided in bills from our supplier, allowing us to track costs and efficiency.

The calculation of CO₂ emissions associated with methane use is carried out using a specific conversion fac-

tor for each year provided by ISPRA, the Italian National Institute for Environmental Protection and Research. This procedure provides an accurate estimate of the tons of CO₂ emitted during operations.

Transport vehicles considered include those used for personnel movement, such as company cars, as well as the van and truck used for goods transportation.

The table below presents the data for 2024.

	2024
Tot tCO ₂ stationary combustion	73,71
Tot tCO ₂ mobile combustion	55,21
Total ton CO₂ eq SCOPE 1	128,92

SCOPE 2

Scope 2 calculates the CO₂ emitted based on annual electricity consumption. The Pizzolato Group has chosen to develop its calculations using the Location-based method, considering the average emission factor of the Italian energy mix for the respective years and multiplying it by the total kWh purchased. The table below shows the aggregated consumption for the Cantina Pizzolato headquarters and the two warehouses.

	2024
Tot tCO ₂ Electricity	444,00
Total ton CO₂ eq SCOPE 2	444,00

SCOPE 3

The following analyzes Scope 3 emissions corresponding to category 3, i.e., indirect emissions from transportation. For the transportation calculation, the kilometers traveled by the carriers of the main raw materials were monitored, measuring the distance from their location to the winery, considering only the delivery of materials. Within transportation, the Pizzolato Group also included waste transport from the company site to the disposal facility. Commuting trips for winery employees are also calculated, multiplying the round-trip kilometers and using the emission factor provided by ISPRA.

Finally, the calculation of emissions from business trips made using employees' private cars, as well as the CO₂ equivalent emissions generated by air travel, was carried out.

ACTIVITIES	tCO ₂ equivalent
tCO ₂ goods transportation	379,27
tCO ₂ Employee business trips	30,87
tCO ₂ casa-lavoro dipendenti	27,55
tCO ₂ viaggi aerei	2,454
tCO ₂ trasporto rifiuti	1,56
TOTALE ton CO₂ eq 2024	441,704

10 IMPACT REPORT

IMPACT REPORT 2024

MISSION

The following is the third impact report of La Cantina Pizzolato Srl, formally a Benefit Corporation (SB) since 31.08.2022.

The winery changed from a limited partnership to a limited liability company in 2015 and completed its transformation at the end of August 2022, by adding the common benefit purposes typical of a Benefit Corporation to its articles of association.

Being a Benefit Corporation confirms the company's mission, which came about as a result of Settimo Pizzolato's personal choice to create a company dedicated exclusively to the organic world and its good practices as detailed by the European Regulation 848/2018, which now translates into a more ar-

ticulated way of doing business based on responsible choices towards all the stakeholders that gravitate inside and outside the company.

Step by step, change after change, the company carries out activities on a daily basis whose goal is to generate environmental, social and economic value, measurable in the various areas that define the corporate nature of the company.

Already during 2022, a sustainability team was set up by selecting employees from several company areas, and it was implemented during 2023. The purpose of this team is to be able to nimbly understand and monitor all sustainability issues, to share, to intervene where needed, and this requires multiple points of view and different professionalism.

The team, during the year 2024, is composed as follows:

Sabrina Rodelli	Michela Lo Iacono	Federica Tocchetto	Nicola Borghetto	Barbara Bertocchi	Anna Pavan	Giulia Vianello
Board Member with Delegation for Sustainability	Human Resources Area	Quality Control Area	Production Planning Area	Area Marketing	Area Marketing	Area HSE

The group worked actively throughout the year through dedicated training, sharing experiences, and monthly meetings.

61

HOURS DEDICATED TO
TRAINING AND
SHARING EXPERIENCES

12

TEAM MEETINGS
DURING THE YEAR
2024

THE COMMON BENEFIT PURPOSES OF THE PIZZOLATO WINERY SRL

A. The preservation, regeneration and promotion of the territory, encouraging the conversion of wine-growing to organic and biodynamic cultivation and healthy use by people, including the pursuit of synergies with profit and non-profit entities for the research, dissemination and implementation of good agricultural practices;

B. Continuous improvement towards environmental and social sustainability of business processes and practices in order to minimise negative impacts and amplify positive impacts on people, the biosphere and the land;

C. The creation of a working environment that guarantees the health and safety of people and is a place aimed at enhancing and developing the potential of employees, including through training, welfare and work-life balance; the pursuit of occupational well-being, including through the implementation of concrete programmes concerning psycho-physical well-being and work-life balance, to ensure that the workforce is characterised by dynamism, enthusiasm, creativity and a strong sense of belonging;

D. The sustainability of its production chain, maintaining high standards of quality and excellent service, searching for innovative solutions, also contributing to the debate and the transition of the wine sector towards sustainable production from a social, environmental, and economic point of view, also through the containment of consumption, negative environmental and social impacts and waste with a view to the circular economy of resources;

E. The development of activities and events, especially training and cultural ones, also in cooperation with third parties including those belonging to the world of education, training and education, aimed at integrating and disseminating best practices in terms of sustainability;

F. Collaboration with and support for non-profit organisations, foundations and the like whose purpose is aligned and in harmony with that of the company, in order to contribute to their development and broaden the positive impact of their work, with a particular focus on activities carried out in the territory in which the company operates.

The individual goals can only be defined as achieved if they are viewed as a whole, in search of a balance that will ensure that the company's internal wellbeing and that of the context in which it operates last in the long term.

As a BC, pursuant to and for the purposes of Article 1, paragraphs 376-384, Law No. 208 of 28 December 2015, the Benefit Corporation intends to pursue the purposes of common benefit referred to above and, in addition, to operate in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, entities and other associations.



PURPOSE A: the preservation, regeneration and promotion of the area, encouraging the conversion of wine-growing to organic and biodynamic cultivation and healthy use by people, including the pursuit of synergies with profit and non-profit entities for the research, dissemination and implementation of good agricultural practices.

GOOD AGRICULTURAL PRATICES		
YEAR 2024		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Increase communication on organic farming.	Carry out communication campaigns dedicated exclusively to organic farming. Communication campaign called 'Let's Cultivate Values'.	In 2024, a total of 6 posts were published as part of the "Coltiviamo Valori" communication campaign".
Continue involvement in PIWI associations.	Active participation in PIWI ITALIA and PIWI International.	Present at the "Irrisistibile Piwi" fair held on May 24–25.
Involve our stakeholders more in organic farming issues.	Hold a conference in 2024 with organic farming as its focus. The traditional autumn event "Festa del Novello," during which the Novello wine made from PIWI grape varieties is presented.	The conference was not held, but newsletters focused on organic farming were sent to all stakeholders in order to reach a wider audience.
Continue sharing with the grape growers and support them.	Svolgere almeno un incontro con i fornitori d'uva per condividere l'esperienza, le buone pratiche, le difficoltà legate alla produzione biologica e ai cambiamenti climatici.	La Cantina Pizzolato had its agronomist liaise with grape suppliers to address and share organic cultivation practices.
Improve good practices in the fields.	Provide for improvement projects involving at least 20% of the suppliers' land, possibly with the help of research institutes and/or consultants.	Improvement projects began in 2024 by submitting a questionnaire to grape suppliers to establish a baseline, understand their level of maturity on the topics, and identify their needs, in order to address them in 2025.



GOOD AGRICULTURAL PRATICES	
YEAR 2025	
GOAL	KPI
Optimize the management of waste and agricultural by-products to reduce environmental impact.	Measure the rate of agricultural waste (e.g., prunings, winemaking residues) that is recycled or turned into compost to improve soil quality.
Take a leading role in activities for sharing knowledge and supporting grape suppliers.	Hold a meeting with grape suppliers before the harvest to discuss challenges, improvements, and best practices.
Increase awareness of best practices in organic farming.	Increase posts in the “Coltiviamo Valori” column by 20%.

B.

PURPOSE B: continuous improvement towards environmental and social sustainability of business processes and practices in order to minimise negative impacts and amplify positive impacts on people, the biosphere and the land.

GOOD PRACTICES RELATED TO THE PRODUCTION PROCESS		
ACTION 1 ELECTRICITY CONSUMPTION		
YEAR 2024		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Greater corporate awareness regarding energy consumption.	Installation of a measurement and monitoring system to verify and control consumption.	Monitoring systems installed; consumption is tracked daily.
Check consumption and identify areas for improvement.	Energy audit to enable targeted interventions.	Energy Diagnosis prepared.
Staff engagement in energy-saving practices.	Training and awareness-raising of employees.	Trained employees on current consumption with a demonstration of the software.
YEAR 2025		
GOAL	KPI	
Commissioning of the new photovoltaic system, upgraded from 60 to 104 kW.	Increase in self-produced energy from 13% to 17%.	
Detailed analysis of consumption for the “Crushing Line,” identified as the highest-consuming line.	Detailed data and analysis aimed at achieving a 2% reduction.	

ACTION 2 | CERTIFICATIONS**YEAR 2024**

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Maintenance of Organic Certification.	Maintenance of the foundational certification for the company, in place since 1991.	Maintenance of Organic Certification.
Maintenance of the Equalitas Certification.	Maintenance of this certification for the year 2024 as well, complying not only with the major requirements already reviewed in 2023 but also with the minor ones.	Maintenance of Equalitas Certification.
Begin the process to obtain an additional certification.	Evaluate the introduction of at least one of the following certifications: - Model 231; - B-Corp Certification; - Gender Equality Certification; and begin the corresponding process to obtain it..	A preliminary analysis was conducted to assess the feasibility of adopting Model 231 and the Gender Equality Certification. It was decided not to pursue B-Corp certification, while still maintaining control of the BIA.

YEAR 2025

GOAL	KPI
Maintenance of Organic Certification.	Maintenance of the foundational certification for the company, in place since 1991.
Maintenance of Equalitas Certification.	Maintenance for the year 2025, completing the three-year cycle and conducting an audit on the recommended requirements. Adaptation to the new checklist.
Start of the process for adopting Model 231.	Risk assessment with a certified body.

ACTION 3 | SUSTAINABILITY TEAM**YEAR 2024**

GOAL	ACTIVITIES CARRIED OUT	RESULTS
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Foster greater sustainability awareness among all colleagues.	Provide specific training, led by the Sustainability Officer, with at least 3 hours per person.	Training was conducted on various aspects of sustainability, including the environment, proper waste sorting, safety, and monthly sustainability tips.
Ongoing sustainability training for the entire team.	At least 50 hours of training for the group.	The group completed a total of 102.5 hours of training.
Expansion of the sustainability team.	At least ¼ of the company's employees are active members of the team.	A new member joined the team.

YEAR 2025

GOAL	KPI
Focus on monthly sustainability topics.	Each month, publish and share in the company newsletter a sustainability topic, either already addressed or planned to be tackled in the near future.
At least 2 company meetings dedicated to sustainability.	Promote a culture of sustainability.
Expansion of the sustainability team.	Include at least one employee from the winemaking department and one from the bottling department.

ACTION 4 | REDUCING WASTE AND CONSUMPTION

YEAR 2024

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Continue the process started in 2023 regarding waste management and recycling.	Identification of the most suitable management software, data collection for the year 2024, and calculation.	In 2024, waste, its destination, and tonnage were closely monitored. A total of 29.2 tons were sent to landfill, while 127.61 tons were sent for recovery. Collaboration was initiated with a local company for the recovery and reuse of PE-LD, accounting for 20% of the total PE-LD sent for recovery.
Calculation of the Carbon and Water Footprint.	Identification of the most suitable management software, data collection for the year 2024, and calculation.	In 2024, focus was placed on data collection for the Carbon Footprint. CFP was carried out from grape reception to the final product.

YEAR 2025

GOAL	KPI
Implement separate waste collection in the winemaking process as well, especially during the harvest period.	Identification of the main waste products and determination of their destination.
Implementation of the Carbon Footprint.	Calculation of the upstream processes.
Calculation of the product LCA	Identification of improvement points for greenhouse gas emissions.
Implementazione PE-LD avviati a recupero in ottica di Economia Circolare	Inviare almeno il 90% dei PE-LD a recupero.





PURPOSE C: the creation of a working environment that guarantees the health and safety of people and is a place aimed at enhancing and developing the potential of employees, also by acting through training, welfare and work-life balance; the pursuit of work well-being, also through the implementation of concrete programmes relating to psycho-physical well-being and work-life balance, in order to ensure a workforce characterised by dynamism, enthusiasm, creativity and a strong sense of belonging.

GOOD PRACTICES TOWARDS PEOPLE		
ACTION 1 COMPANY WELL-BEING		
YEAR 2024		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
New Code of Ethics and Regulations.	Final drafting of the new documents and sharing with key stakeholders.	The Code of Ethics was drafted following the 231 model, which required more time than initially estimated. It will be released in the first months of 2025.
Company vacation policy.	Create and share a more detailed and specific policy	Policy created and shared with all staff.
Flexible working hours.	Introduce flexible start and end times for the administrative staff from Monday to Thursday (on Fridays, since 2022, early departure has been allowed starting at 2:00 PM).	During 2024, it was decided to better define the rules for early departure on Fridays. This will be evaluated during 2025.
Our Voice Project.	Introduction of an HR Management Consultant for the Board and Senior Management.	The Management Consultant was appointed and the project has started.

Continuation of the 'Let's Listen' Project, which started in mid-2021.	Activities aimed at employee well-being for operational staff, carried out in collaboration with a certified Chief Happiness Officer.	It was decided to conclude the 'Let's Listen' project in order to better implement the 'Our Voice' project.
Calendar Project.	"Implementation of the software in use to facilitate the sharing of a company calendar. Basic and advanced training planned.	Software implemented and supporting policy created.
Maintaining the sharing of company values.	Implementation of current sharing tools and development of internal information systems.	Several internal communication channels have been implemented, including Teams, a monthly newsletter, notice boards, and WhatsApp groups.

YEAR 2025

GOAL	KPI
New Code of Ethics and Company Regulations.	Shared with all staff.
Flexible working hours.	Introduce flexible start and end times for administrative staff from Monday to Thursday (on Fridays, since 2022, early departure has been allowed starting at 2:00 PM—later formalized in 2024).
Our Voice Project.	Continuation of the project with an expansion of focus groups and staff involvement.
Corporate team-building activities.	Activities aimed at staff engagement and increased involvement.
Policy Project.	Implementation of policies aimed at better structuring the company and reducing the risk of work-related stress.
Introduction of Family Day.	Introduce at least once a year an activity that places employees and their families at the center.
Continuation and enhancement of the company canteen service.	Maintenance and enhancement of the freshly prepared meal service by a professional chef, at a cost of €2.50 for all employees. All ingredients used are organic.
Adoption of corporate wellness policies.	Purchase of a semi-automatic defibrillator and training for designated staff.

ACTION 2 | EMPLOYEE INCENTIVES

YEAR 2024

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Training and use of the Welfare platform.	Allocate funds for 2024 for the welfare platform, freely usable across multiple services/vouchers/reimbursements/activities, etc. Provide specific training for all employees on the services and how to use them, conducted by a WellMakers technician.	A total amount of €24,386 has been allocated.

Agreements/Partnerships for employees.	<ul style="list-style-type: none"> - Maintenance of the agreements in place as a member company of Confindustria Veneto Est; - Establish at least two new agreements with local businesses and/or services for 2024. 	More than two agreements with local businesses and services have been established.
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YEAR 2025

GOAL	KPI
Training and use of the Welfare platform.	Allocate funds for 2025 for the welfare platform, freely usable across multiple services/vouchers/reimbursements/activities, etc. Provide specific training for all employees on the services and how to use them, conducted by a WellMakers technician.
Agreements/Partnerships for employees.	Creation of at least two new agreements.
MBO Pilot (Management by Objectives).	Introduction of a reward system through the identification of objectives to be achieved.
Organize at least one session of support, information, and training for employees on aspects related to non-work life.	Organize two in-depth sessions on parenting.

ACTION 3 | STAFF TRAINING

YEAR 2024

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Increase skills.	Continuation of training activities to enhance professionalism.	The personalized training for 2024 (both hard and soft skills) totaled 330 hours (excluding 153 hours dedicated to mandatory training) and involved 40 employees.
Implementation of programs to improve soft skills.	Team activities aimed at improving communication skills.	Communication courses have been conducted.

YEAR 2025

GOAL	KPI
Soft and hard skills training programs.	Enhance the professionalism of various company roles through targeted programs that increase skills in their respective work areas.
Targeted training on workplace safety.	Make the workplace safer, increasing awareness and knowledge.



PURPOSE D: the sustainability of its production chain, maintaining high standards of quality and excellent service, searching for innovative solutions, also contributing to the debate and the transition of the wine sector towards sustainable production from a social and environmental as well as an economic point of view, also through the containment of consumption, negative environmental and social impacts and waste with a view to the circular economy of resources.

GOOD PRACTICES TOWARDS THE PRODUCT AND THE SUPPLY CHAIN		
ACTION 1 PRODUCT PACKAGING		
YEAR 2024		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Purchases of materials for more sustainable packaging.	Purchase of at least 60% of materials with FSC Certification.	75% of all packaging purchased has FSC Certification.
Raising employee awareness to encourage the reduction of production waste.	Display of signage with data on production waste trends, including glass and capsules.	Activity not carried out during 2024, postponed to 2025 for software upgrade.
Continued use of environmentally friendly packaging.	Plan for at least one more product line with reduced environmental impact.	For a still Piwi wine line, a 400 g bottle was chosen instead of the 600 g one, thus reducing the weight of each bottle by 200 g. The weight of the 'Collina' bottles was reduced from 720 g to 600 g.
YEAR 2025		
GOAL	KPI	
Further reduction of the weight of the 'Collina' bottles.	Reduce the weight from 600 g to 570 g.	
Optimization of cardboard packaging.	Seek solutions with lower transport impact and/or reduced weight.	

E.

PURPOSE E: Lo sviluppo di attività ed eventi, in particolare modo quelli formativi e culturali, anche in collaborazione con soggetti terzi compresi quelli appartenenti al mondo dell’educazione, dell’istruzione e della formazione, finalizzati ad integrare e diffondere le best practice in termini di sostenibilità.

GOOD PRACTICES IN A SOCIAL CONTEXT		
ACTION 1 THE RELATIONSHIP WITH SCHOOLS		
YEAR 2024		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Maintain collaborations with educational institutions.	Continue to involve and train students from local schools, both as visitors and by providing the opportunity to complete internships within the company.	<p>In 2024, we hosted two students in the school-work alternation program.</p> <p>We joined as participating members of the ITS Academy Agroalimentare Veneto Foundation, contributing to the training of students in the agri-food sector.</p>
YEAR 2025		
GOAL	KPI	
Collaborate on at least one curricular internship.	Provide the opportunity to complete an internship within the company, in the selected area, gaining direct exposure to the operational activities of the sector.	

ACTION 2 EVENTS AND COLLABORATIONS		
YEAR 2024		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Maintain active participation in the Sustainability Week organized by Confindustria Veneto Est.	Ensure the presence of at least one employee at each main event.	Attended on multiple days with various employees.

Maintain commitment to promoting best corporate practices.	Plan to participate as speakers in at least two events in 2024.	Participated in: Roundtable at the Villorba Municipality on gender equality (April 4, 2024). Business Fair at Molino Rachello, where we discussed what sustainability means to us (April 17, 2024).
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YEAR 2025

GOAL	KPI
Maintain active participation in the Sustainability Week organized by Confindustria Veneto Est.	Active participation as a speaker in a presentation, showcasing Cantina Pizzolato's sustainability project.
Propose an event or collaboration to promote topics related to sustainability projects.	Event during the Vinitaly fair dedicated to the Piwi world and creation of a social media campaign in collaboration with an artist (Silvia Tosi of SHORTLOVEMESSAGE) to directly promote sustainable farming best practices related to Piwi products.

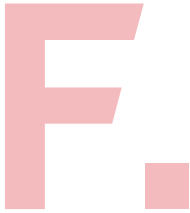
ACTION 3 | ONLINE ACTIVITIES

YEAR 2024

GOAL	ACTIVITIES CARRIED OUT	RESULTS
Implementation of online content.	Plan for at least two annual newsletters focusing on sustainability.	The two newsletters on sustainability have been sent.

YEAR 2025

GOAL	KPI
Maintain commitment to promoting topics related to sustainability.	Plan for at least three newsletters throughout the year focusing on sustainability-related topics.
Condivisione dei valori aziendali ed ascolto della comunità.	Sharing company values and listening to the community.



PURPOSE F: to collaborate with and support non-profit organisations, foundations and the like, whose purpose is aligned and synergic with that of the company, in order to contribute to their development and broaden the positive impact of their work, with a particular focus on activities carried out in the area in which the company operates. The individual goals can only be defined as achieved if they are viewed as a whole, in search of a balance that will ensure that the company’s internal wellbeing and that of the context in which it operates last in the long term.

GOOD PRACTICES TOWARDS THE TERRITORY		
YEAR 2024		
GOAL	ACTIVITIES CARRIED OUT	RESULTS
Maintain and diversify relationships with various associations, both local and national.	Continued to donate, sponsor, and support the associations in which the company believes and whose values it shares.	-On 22/11/2024, 35 panettoni and 35 pandori were purchased for a total of €1,400. - Approximately €5,069.25 worth of bottles donated to the IEO Monzino association. - €10,000 donated to the Peter Pan Nursery in Povegliano (TV) – Nido Naturale – part of the Omnia Onlus Social Cooperative.
Continued support for local sports activities.	Continued both financial and cultural support for local sports activities.	- €40,000 paid as sponsorship to Calcio Villorba. - €1,500 (in bottles) donated to Rugby Villorba.
YEAR 2025		
GOAL	KPI	
Maintain and diversify relationships with various associations, both local and national.	Continue to donate, sponsor, and support the associations in which the company believes and whose values it shares.	
Maintain support for local sports activities.	Continue both financial and cultural support for local sports activities.	



2024 was a year of further consolidation for our company as a Benefit Corporation, during which our commitment to sustainability and equity continued to grow, becoming ever more rooted in our daily practices. We have confirmed that the transition to this business model is not only an opportunity to improve the quality of our work but also a way to strengthen relationships with all the people and communities who, in various ways, are part of our journey.

The year 2024 saw new progress, particularly in fostering constructive dialogue with our partners and suppliers, as well as in reinforcing the practices of inclusion and social responsibility that define us. Every small change has had a significant impact, from the continuous improvement of our agricultural and production practices to a more mindful management of our relationships with the territory and local community.

We are increasingly convinced that the path we have taken is the right one, and that our example can inspire other organizations to embark on a similar journey. For us, sustainability is not a destination but a process that evolves through the daily commitment of each of us.

Our journey continues, with the awareness that the true challenge does not lie in reaching a final goal, but in the constant care of every step that brings us closer to a fairer and more sustainable future for all.

Sabrina Rodelli

*Board Member with Delegation for
Sustainability*



METHODOLOGICAL NOTE AND READING GUIDE

Cantina Pizzolato Srl, after publishing its Social Report starting in 2017, chose to report its results for the year 2024 through the publication of its first Sustainability Report.

The reporting period considered runs from January 1, 2024, to December 31, 2024, and will be on an annual basis. As this is the first year the Sustainability Report is published, there will be no restatement of information.

For the preparation of this document, which was produced on a voluntary basis, Cantina Pizzolato Srl decided to adopt the GRI Standards (Global Reporting Initiative), following the “in accordance” option. Summary tables of the GRI indicators considered, following the materiality analysis, are provided at the end.

The intent of Cantina Pizzolato, expressed by the highest governing body and the entire Board of Directors, who are responsible for the preparation and approval of the reported information, including material topics, was to submit this report for review by an external assurance company.

The report is structured into five macro-areas, each addressing fundamental topics for corporate sustainability and social responsibility. The areas of analysis include:

Governance: This section focuses on the company's structures and decision-making processes, highlighting transparency, ethics, and responsibility in management. Good governance is essential to ensure effective management and align business objectives with sustainability and social interest goals.

People: This area addresses crucial topics such as the value of the team, occupational health and safety, and corporate welfare policies. Cantina Pizzolato recognizes that the well-being of its employees and collaborators is fundamental not only for harmonious company growth but also for achieving long-term sustainability objectives.

Environment: This section focuses on initiatives adopted by the company to reduce environmental impact, with particular attention to natural resource management, emission reduction, and sustainability in agricultural and industrial practices. Environmental stewardship is a priority for Cantina Pizzolato, which is

committed to meeting and exceeding ecological standards.

Local community projects: This section describes interventions and initiatives that the company carries out in the territory, in synergy with the local community. These projects aim to stimulate economic and social development in the areas where the company operates, creating shared value with the community.

Economic impact: Finally, the overall economic impact of the company's activities is analyzed, considering not only financial results but also the effect on the surrounding economic and social fabric. This section highlights how the company contributes to value creation, particularly in terms of employment, investments, and local development.

To complete its commitment, in 2024 Cantina Pizzolato Srl decided to begin calculating its GHG emissions, which are reported in this document.

The sustainability team that contributed to the preparation of the Report is composed of:

- **Sabrina Rodelli**
Board Member with Sustainability Mandate
- **Giulia Vianello**
Sustainability Technician
- **Michela Lo Iacono**
Human Resources Manager
- **Barbara Bertocchi**
Marketing Team Manager
- **Camilla Conte**
Marketing and Social Team
- **Anna Pavan**
Team Marketing e Hospitality
- **Federica Tocchetto**
Quality Control Manager
- **Borghetto Nicola**
Production Planning

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RELAZIONE DELLA SOCIETÀ INDIPENDENTE SULLA RENDICONTAZIONE DI SOSTENIBILITÀ

Al Consiglio di Amministrazione di La Cantina Pizzolato SRL SB

Siamo stati incaricati di effettuare un esame limitato ("limited assurance engagement") della rendicontazione di sostenibilità predisposta a titolo volontario (la "Rendicontazione di Sostenibilità") di La Cantina Pizzolato SRL SB (di seguito "la Società") relativa all'esercizio chiuso al 31 dicembre 2024.

Responsabilità degli Amministratori per la Rendicontazione di Sostenibilità

Gli Amministratori di La Cantina Pizzolato SRL SB sono responsabili per la redazione della Rendicontazione di Sostenibilità in conformità agli standard GRI identificati dagli Amministratori stessi quali criteri di rendicontazione nella sezione "Nota metodologica e guida alla lettura" della Rendicontazione di Sostenibilità.

Conclusioni

Sulla base del lavoro svolto, non sono pervenuti alla nostra attenzione elementi che ci facciano ritenere che la Rendicontazione di Sostenibilità della Società La Cantina Pizzolato SRL SB relativa all'esercizio chiuso al 31 dicembre 2024 non sia stata redatta, in tutti gli aspetti significativi, in conformità ai criteri di rendicontazione previsti dagli standard GRI identificati dagli Amministratori nel paragrafo "Nota metodologica e guida alla lettura" della Rendicontazione di Sostenibilità.

Altri aspetti

La presente relazione non è emessa ai sensi di legge, stante il fatto che la Società non è obbligata alla predisposizione della rendicontazione di sostenibilità.

Cornuda, 15/07/2025

Reale Srl

Rag. Claudio Guarnaccia



**Nature is never in a hurry,
yet everything comes together**

lacantinapizzolato.com