



Sustainability Manifesto

Castelfalfi is the reference point for the area in which it operates, thanks to its commitment to the creation and development of a tourism community that, integrated with agricultural activity, enables the social, economic, cultural and environmental enhancement and growth of the area.

This manifesto sets out Castelfalfi's commitments which are geared towards a corporate culture of social and environmental responsibility.

ENVIRONMENT

Sustainability is first reflected in the management of environmental issues.

Renewable Energy

Castelfalfi is committed to using renewable energy wherever possible, as part of its wider commitment to the environment. In 2016 a biomass plant fed by wood chips was installed for heating and cooling use coupled with efficient devices that allow energy savings. With two generators for heating, each with a power of 500kW, and one air-water chiller for cooling with a power of 1.2MW, the plant serves most buildings in the Borgo through accumulation systems and pumping groups.

Water Responsible Management

Water resources management is a top priority for Castelfalfi.

Castelfalfi is self-sufficient in terms of water for both drinking and irrigation use thanks to a system of wells, artificial lakes and a state-of-the-art purification system.

Water For Drinking Use

Water is taken from three wells located within the estate and then brought to the water treatment plant which is made up of two lines plus a third back-up line - each line's production is equal to 12.5 m³/h – and it includes three sections: filtration, treatment and remineralization. Following remineralization step where water is added to essential minerals to improve its quality and make it optimal for human consumption, water is distributed through a network of storage tanks and pipes to all users throughout the estate while ongoing quality analyses are carried out. As a part of a water responsible management, Castelfalfi is committed to reduction of losses along the distribution network with regular checks.

Water For Irrigation Use

Water for irrigation use for the golf course and gardens is sourced from seven artificial lakes and all golf course lakes that are supplied by rainfall. The main lakes are Lake Casiscala and Lake Pergolone. All lakes are connected to each other in such a way as to make the excess water flow to Lake Casiscala from which most of the water is taken for irrigation purposes. To ensure an optimizing distribution and consumption, each irrigation system is equipped with a rain sensor and each main pipe is equipped with a remote-control system in carrying water to the latters. All these initiatives are



based on constant monitoring of main lakes' condition with the aim of strategically planning water use.

Water Discharge

Castelfalfi has its own sewerage system, extending along its entire property, which flows into its own water purification system. This system consists of two independent units to make it as efficient as possible to meet seasonal needs. Beyond that, for those buildings that are not linked to the central purification system due to altimetric reasons, individual purification systems are in place. Proper management of water discharges with analyses on a regular basis is a cornerstone of the careful management of water resources that Castelfalfi has been pursuing.

Agriculture Estate & Biodiversity

Castelfalfi has a sprawling 2,700 acres estate of land rich in history, natural beauty, and millennia of agricultural heritage. Of these, more than 61 are destined for vineyards while 119 for olive groves. All follow organic certified methods according to EU and Italian legal standards while paying homage to age-old wisdom.

Olive Oil

The cultivation involves the typical varieties of central Tuscany: Frantoio, Moraiolo, Leccino and Pendolino. All olive-growing activities are meant to minimize soil erosion and preserve soil fertility.

Wine

Castelfalfi rightfully stands as a true wine estate on the global stage with wine making practices aiming at excluding the use of insecticides and boosting soil regeneration. The vines are Sangiovese, Merlot, Cabernet, Vermentino, Syrah, Colorino.

Biodiversity

Castelfalfi promotes biodiversity with beekeeping that plays a vital role for pollinating plants, vegetables and fruit. Its 60 bee families are raised with bee-friendly systems donating the most precious Millefiori honey.

SOCIAL

People are the backbone of Castelfalfi and the secret to its enduring success. Castelfalfi believes that true excellence begins by recognizing the person before the professional. This leads, on the one hand, to constant improvement in the quality of work and on the other hand, to maintaining the highest possible standards for guests. Every new member of Castelfalfi embarks on a dedicated onboarding journey, designed to share Castelfalfi's history, culture, mission, values and convey operational standards and safety work provisions expected in every department. A key part of the onboarding program is dedicated to sustainability practices Castelfalfi adopts. With the goal to spread the excellence of Castelfalfi brand and inspire the next generation of hospitality leaders, collaborations with universities, professional schools, and training institutions are carried out through internships,



recruitment events and educational partnerships. Moreover, department managers follow a training path designed to develop their management abilities and skills needed for achieving success in their role.

Castelfalfi ensures a climate of collaboration, respect and diversity within every team while fostering a workplace where every voice matters and every individual is invited to participate and contribute. Great attention is dedicated to professional growth with constant monitoring and evaluation of each employee's performance. When new roles open within the company, a careful analysis among those that already are part of Castelfalfi is carried out recognizing internal talent before seeking elsewhere. To celebrate those employees who embody the true spirit and essence of Castelfalfi's culture while working, a Team Member and a Team Leader are monthly and yearly nominated and then awarded.

Castelfalfi stands for the rights of its employees concerning equal opportunities and highlights non-discriminatory practices. No one may be discriminated against because of gender, age, ethnicity, religion or philosophies, sexual orientation or disabilities.

Castelfalfi recognizes the contribution to the economic and social development of the region when fostering youth and local area employment. In fact, the relationship between Castelfalfi and the local community is pivotal, and it is not just limited to hiring local people. Thanks to intense public relation activities with the support of important international and national agencies and the offer of many activities during the year in and out of the estate, the pristine beauty, artistic and archaeological heritage of territory including Castelfalfi's unique sites are carefully promoted among residents, guests and international community. Beyond that, works with local entities and associations through sponsorship, donations and charitable projects contribute to the enhancement of the well-being of the community Castelfalfi operates in.

GOVERNANCE

Castelfalfi's path towards becoming a sustainable leader in luxury hospitality sector would not be possible without its Management Team that thanks to large experience in hospitality, luxury brands and a range of related areas, provides strategic and proactive guidance. In 2025 the Sustainability Manager joined the Team to ensure the achievement of economic results while creating "value" through great attention to environmental and social responsibility. This is not only a sign of a focus on global issues but also a concrete milestone to drive the evolution of Castelfalfi, increasingly oriented towards responsible and conscious governance.

Castelfalfi conducts business in a manner that complies with applicable laws and is consistent with the highest ethical standards while expecting that all the parties and intermediaries it engages with will conduct themselves ethically and lawfully when acting on their behalf or for the benefit of Castelfalfi. Employees are encouraged to talk to supervisors, managers or other appropriate personnel about any illegal or unethical behavior they observe while procedures that are in place allow the submission on a confidential and anonymous basis of good-faith concerns relating to it.



Castelfalfi constantly monitors its performance, identifying areas for improvement, taking corrective measures when necessary and ensuring that the privacy of its stakeholders is safeguarded as defined in the Privacy Policy.

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