



GALLO®

Sustainability Impact Report

PUBLISHED SEPTEMBER 2024

Table of Contents

- 3 Introduction
 - 4 A Message from Stephanie Gallo, Chief Marketing Officer
 - 5 Tribute to Robert J. Gallo: A Legacy of Stewardship
 - 7 Sustainability is in our DNA: Timeline
- 8 Sustainability Pillars
 - 10 Pillar | Climate Change & Greenhouse Gas Emissions
 - 13 Pillar | Sustainable Packaging
 - 16 Pillar | Diversity & Inclusion
- 20 Case Studies by Pillar
 - 21 Pillar | Climate Change & Greenhouse Gas Emissions
 - 32 Pillar | Sustainable Packaging
 - 39 Pillar | Diversity & Inclusion
- 50 Closing
 - A Message from Julie Wallace, Sustainability Program Manager

At GALLO, we are leaders in sustainability through our enduring commitment to environmental, social, and economic practices so that future generations may flourish.

INTRODUCTION

At GALLO, our commitment to sustainability begins with the values our founders set for our family and business. My grandfather Ernest and great-uncle Julio understood that they were not just building a winery, they were building a legacy that would be carried on by generations. Remarkably forward-thinking, they promised that GALLO would always do business the “right” way.

Our commitment to our founders’ vision has expanded to not only protecting our land for future generations, but also improving the quality of life of our employees and enhancing the communities where we work and live. This report traces our journey to operate sustainably from 1933 to today, starting with a special tribute to one of the earliest stewards of the environment, the late Robert J. Gallo, my uncle. As Executive Sponsor of both the Sustainability Steering Committee and our Diversity & Inclusion Council, I am incredibly proud of the work GALLO has done translating values into powerful operational successes.

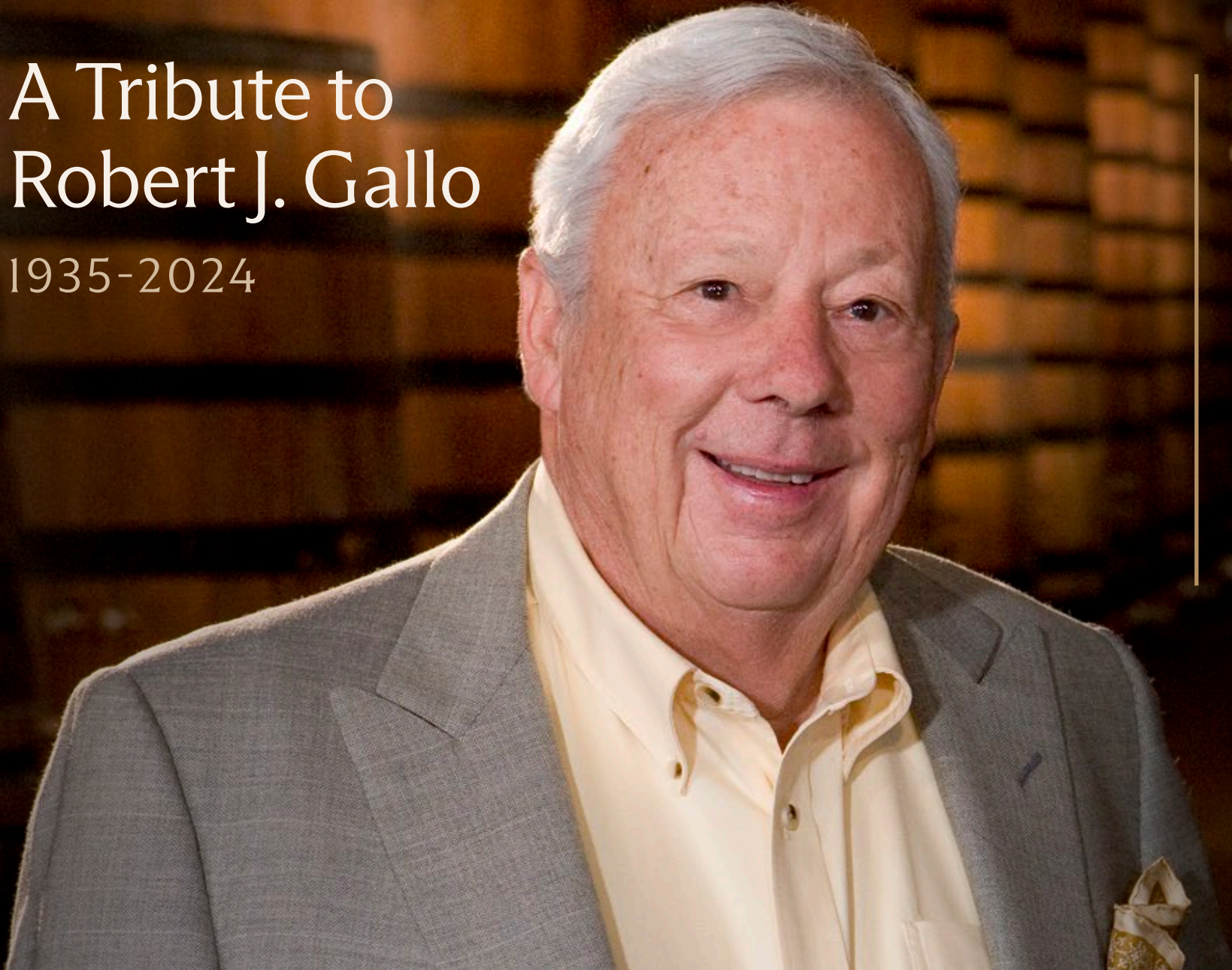
We invite you to stand with us in our commitment. We believe that true sustainability is achieved through a healthy, flourishing environment, and a company that embraces and reflects the diverse world we live in today.

Stephanie Gallo | Chief Marketing Officer,
Executive Sponsor, Sustainability Steering Committee



A Tribute to Robert J. Gallo

1935-2024



“My uncle was a steward of the environment and industry. Because of his involvement and leadership, our business and industry are well-positioned for the future. It’s due to his passion that thousands of acres of land are preserved as wildlife habitats and a lasting foundation of philanthropy has been created to live on as his and Marie’s legacy.”

– Ernest J. Gallo,
Chief Executive Officer

A Legacy of Sustainability Stewardship

Robert J. Gallo (Bob), former co-chairman of the GALLO Board and co-president of GALLO, passed away on June 22, 2024. He was 89 years old.

Bob was devoted to his family. He was Julio and Aileen Gallo's son and husband to Marie, his late wife. After graduating from Oregon State University in 1956 and serving for two years in the U.S. Navy, he spent his entire life in the family business.

With his strong interest in conservation issues, he was at the forefront of GALLO's commitment to sustainable agriculture. Under his leadership, GALLO worked collaboratively with the Wine Institute and the California Association of Winegrape Growers to draft and implement the Code of Sustainable Winegrowing Practices.

He also oversaw the continuation and expansion of GALLO's "50/50 Give Back" program. Introduced by Bob's father Julio, this program set aside one acre of property for every acre planted in North Coast vineyards to help protect and enhance wildlife habitats.

Due to his efforts around wildlife and habitat restoration in the San Joaquin Valley, Bob was instrumental in bringing Aleutian geese back from extinction and removing them from the federal endangered species list.

Following his passion for sustainability, Bob was one of the visionaries and leaders to build and open the Gallo Glass Company. Similarly, he developed G3 Enterprises, a separate entity, to foster generational leadership. In addition, he was instrumental in the Gallo family acquiring the Louis M. Martini Winery, with its Monte Rosso Vineyard, as well as MacMurray Ranch and the Barefoot Wine brand.

Bob and his late wife, Marie, were leading philanthropists and community leaders. Together, they founded the Bob and Marie Gallo Foundation, which laid the groundwork to construct the Gallo Center for the Arts in downtown Modesto.

As a testament to their humility and generosity, Bob and Marie were recognized by Wine Enthusiast with the Wine Star Lifetime Achievement Award in 2020.



Pictured (L-R): Julio & Bob Gallo



Pictured (L-R): Julio, Bob & Matt Gallo

Sustainability is in our DNA

1933



Founded with a Lens of Sustainability

From the day Ernest and Julio Gallo founded GALLO in 1933, they were committed to giving back to the land and adapting processes to help the organization thrive for generations.

Building a Legacy of Giving Back

For generations, GALLO has strengthened its legacy of giving back to the land, building a community of employees committed to sustainability, partnering to grow business sustainably, and leading innovation in our industry toward a greener future.

2004



Shaping Sustainable Winegrowing

GALLO worked with Wine Institute and the California Association of Winegrape Growers to form the California Sustainable Winegrowing Alliance (CSWA), which promotes environmentally sensitive vineyard practices and brings voice to the Code of Sustainable Winegrowing Practices.

2007



First Winery to Receive ISO 14001 Certification

GALLO was recognized as the first winery in the United States to receive the International Standards Organization's ISO 14001 certification. ISO certification was created to help companies reduce their impact on the environment.

TODAY



Achieving Certification and Celebrating Growth

All of GALLO's California vineyards and wineries are certified under the CSWA program, which requires assessments of 140 vineyard criteria and 104 winery best practices.

Sustainability Pillars

GALLO Sustainability Pillars

While GALLO’s sustainable efforts and inclusive mindset date back to its founding, we also have in place a **Sustainability Steering Committee** to help drive and prioritize our company’s direction toward the future. Our Committee evaluates and recommends organizational objectives and defines goals that span the following pillars:



Climate Change
& Greenhouse
Gas Emissions



Sustainable
Packaging



Diversity &
Inclusion



Climate Change & Greenhouse Gas Emissions

GALLO is committed to continually strengthening our legacy of giving back to the land, building a community of employees committed to sustainability, and innovating to encourage our industry on the journey toward a greener future.

Goals

- GALLO continues to innovate when it comes to our commitment to continuous improvement in reducing greenhouse gas (GHG) emissions

Approach

- Generate green energy in multiple wineries from process water management, as well as solar, turbine, and additional sources
- Implement more than 200 vineyard management best practices to address land use, canopy management, biodiversity, and more
- Adopt leading GHG reduction practices across the balance of our value chain



Progress: By the Numbers



141,164,601

Gallons of water

Average annual amount of process water managed through the Livingston onsite water-to-energy plant.



13,566,104

Kilowatt hours of renewable electricity generated annually

This includes solar, co-generation from biogas (treatment of process water), and turbine across all GALLO sites.



31%

Annual renewable energy use

Approximate percentage of green energy consumption by utilizing biofuel from winemaking byproducts and solar at our Livingston Winery.



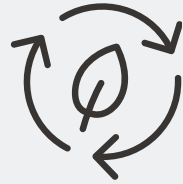
Progress: By the Numbers



69,920

Tons recycled annually

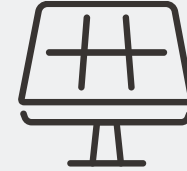
This is the amount of materials recycled annually across all GALLO sites.



154,064

Tons of repurposed biodegradable waste

Across all sites, over 128,000 tons of pomace were produced. Pomace is a mineral-rich pulp that remains after grapes have been crushed and the juice was extracted. Of this, GALLO composted over 44,000 tons of organic and green waste and sold over 109,000 tons for animal feed to local farmers.



21 Acres

of Solar Panels

GALLO has more than 21 acres of solar panels across our winery properties, as well as major future planned expansion. In 2023, roughly ~6,317 MWh was generated by the panels under GALLO's ownership. This is the equivalent of the amount of electricity that ~585 U.S. homes consume in a year (based on 2021 EPA calculations).



Sustainable Packaging

We are driving toward full circularity of our packaging through increasing recyclability, including recycled content and recovery of recycled materials for reuse.

Goals

- Implement practices to reduce the GHG footprint of our packaging systems
- Explore new ways to minimize the effect of the transport and manufacturing of glass bottles on the environment

Approach

- Continuously explore innovations in sustainable packaging design, including lightweight glass
- Develop strategic collaborations with suppliers and other partners to reduce atmospheric carbon throughout our vendor and supply chain
- Ensuring every bottle made by Gallo Glass is comprised of the highest recycled content achievable

Lighter Packaging, Less Impact



Reducing GHG Footprint

- Moving points of sourcing, production, and distribution closer to end users is reducing transportation-related emissions.
- Reducing total package weight by an additional 10% lowers raw material uses and reduces transportation-related emissions.

Increasing Circularity to Reduce Waste

- GALLO set a goal for 85% of our primary packaging to be 100% recyclable by 2030. This will increase circularity and reduce waste, while also targeting lower emissions.
- We have already achieved this goal ahead of schedule, with a focus on the remaining 15% of our primary packaging.

Reaching Full Recyclability

- Diverting nearly 200,000 tons of glass from landfills annually, accounting for more than 30% of all recycled glass in California.





Progress: Weighing in on Benefits of Lighter Bottles

Many GALLO brands are using a best-in-class lightweight bottle (397 grams) and generating the following benefits:

Environmental

Lightweight bottles require fewer raw materials and less energy used in the manufacturing of the package, as well as less fuel to transport the package from the supplier to GALLO to customers, which reduces carbon emissions and saves resources.

Shipping and Packaging

Lightweight bottles maintain the same structural integrity without compromising glass quality. They also allow for more bottles that can be shipped on each truck or train load.

Storage and Pouring

Lightweight bottles can be easier to pour and fit better in most wine racks.

LIGHTWEIGHT, BEST-IN-CLASS BOTTLE



750ml
397 grams
(127 grams lighter than original)



750ml
404 grams
(140 grams lighter than original)



750ml
468 grams
(110 grams lighter than original)



1.5 L
632 grams
(48 grams lighter than original)



Diversity & Inclusion

As a global company, we seek diversity in all its dimensions to build a stronger, more inclusive company. We encourage all levels of the organization to be active in our journey.

Goals

- Welcome diversity to encourage innovation, inspire creativity, and generate better results
- Champion and cultivate an inclusive culture
- Support an environment where everyone can be their true, authentic selves
- Ensure opportunity for all

Approach

- Leverage diverse perspectives, experiences, and cultural differences from all employees in our organization, customers, and consumers
- Drive organizational change through strategic goals set by the Diversity and Inclusion Council and embedded by GALLO's leaders
- Strengthen our collective impact through our Employee Resource Groups (ERGs) that offer professional development, networking, and community engagement opportunities

Making Progress Along our Journey

GALLO is deeply committed to Diversity & Inclusion (D&I) and continues to embed it in all that we do. Set by our Diversity & Inclusion Council, our D&I priorities act as critical drivers to accelerate our journey by amplifying an inclusive workplace. Our goal is to create a workplace environment that supports all in feeling valued for their own unique differences. In 2023, our D&I priorities provided engagement and development for our employees through internal inclusion and external diversity partners. Here are some examples of the progress we have made with our D&I priorities:

Education and Awareness

Employee-Led D&I Training Series

The D&I Council kicked off its three-year training roadmap designed to evolve GALLO's culture to promote inclusive spaces for all. In 2023, GALLO introduced an in-house, employee-led training series focused on recognizing our differences, understanding key concepts, and creating an environment of inclusion and belonging. These efforts were streamlined and amplified in 2024.

Leadership Development

GALLO's first cohort of five participated in "Managing Leaders Tomorrow," a nine-month leadership development program. Moving forward, GALLO will continue to grow participation in the program.

Recruiting

GALLO partnered with Breakthru Beverage Group to showcase our industry's potential as a dynamic and rewarding career path. GALLO reached almost two dozen students from 12 colleges and universities.



DIVERSITY & INCLUSION

Making Progress Along our Journey

Accountability

Our Diversity & Inclusion Council serves as the critical driver of organizational change by setting the strategic action plan and accountability that embeds D&I into GALLO's culture, in collaboration with our Diversity & Inclusion Leader and Executive Leadership Team.

Communication

In collaboration with our Employee Resource Groups (ERGs), GALLO-sponsored, employee-led internal groups, the D&I Council co-sponsored I2 Heritage Month Communications that are distributed across the organization.

Culture

The Council works to embed D&I into GALLO culture. GALLO continually takes opportunities to highlight and amplify the unique cultural histories, traditions, and identities of our employees.

Employee Resource Groups

Leading education and awareness efforts, our ERGs offer opportunities for growth, collaboration, and leadership, hosting more than two dozen events annually to support their unique communities and their allies. The growth of our ERGs is also a journey, starting in 2008 with one. In 2024, seven ERGs are going strong at GALLO.





GALLO Employee Resource Groups (ERGs)



EST 2008

The GALLO African American Network (GAAN) is GALLO's ERG for African Americans and their allies, providing a forum to support recruitment, retention, and professional development of African American employees across the organization.



EST 2011

GALLO Veterans Organization (GVO) helps GALLO attract and retain veterans by providing a community of shared values, support, and a place to grow their careers while serving our veterans and their allies.



EST 2013

PRIDE is GALLO's ERG for our LGBTQ+ community and their allies to create change and foster an inclusive environment for our employees, consumers, and industry by creating space and empowering all employees to bring their authentic selves to work.



EST 2016

Women of Wine & Spirits (WOWS) provides GALLO female employees and their allies with a safe and welcoming internal association offering support, community, and growth opportunities to maximize their professional potential.



EST 2018

Asian Society for Inclusion & Achievement (ASIA) is GALLO's ERG for Asian Americans, Pacific Islanders, and their allies. ASIA seeks to play a pivotal role in building GALLO to be an inclusive, diverse, and welcoming space for all employees.



EST 2018

Latino Association for Career Advancement and Social Advocacy (LA CASA) is dedicated to fostering a community that unites Latinos and Black, Indigenous and other people of color (BIPOC) to develop, inspire, and build a culture of career advancement across GALLO.



EST 2018

enABLE seeks to promote an inclusive environment by advancing awareness and education about disabilities, as well as offering greater access and resources for all individuals whose lives have been impacted by disabilities.



EST 2020

The Diversity & Inclusion Council was established to serve as a critical driver of organizational change by setting accountabilities that successfully embed D&I into GALLO's culture.

Case Studies



Climate Change & Greenhouse Gas Emissions

GALLO in Action
Brands in Action



GALLO in Action

GALLO Wineries

Fresno Winery

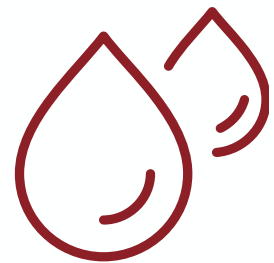
California Natural Color

GALLO Sustainability Club



Harnessing Process Water to Generate Green Power

Multiple GALLO Wineries harness process water to generate green power. For example, at GALLO's Livingston Winery, through aerobic and anaerobic biogas conversion, process water is treated and filtered to a clean state, allowing for use as irrigation water and reuse for applications in the winery. As a result of the aerobic and anaerobic digestion reactions, green energy and beneficial byproducts are produced. This also aims to reduce the winery's total carbon footprint.



Winery
Process Water



Aerobic/Anaerobic
Biogas Conversion



Green Energy



Beneficial
Byproducts

Generating Green Power and Producing Animal Feed

GALLO's Fresno Winery has a robust composting operation which redirects all winemaking byproducts and recycles the material through an intricate lifecycle. This operation has several benefits, including green power generation and animal feed production.

Other initiatives include:

- Solar farm that produces one megawatt of electricity to feed to the Fresno Winery.
- Compost operation that makes over 20,000 tons of compost a year.
- Biogas collection from process water treatment is used to create steam from a high-pressure boiler or electricity from a steam turbine generator or a cogeneration engine.



Reducing Truck Emissions

California Natural Color, a division of GALLO, is a supplier of fruit and vegetable concentrates, natural colors, and grape seed extract for the food, beverage, and nutraceutical industries. To make liquid and crystal colors, California Natural Color uses a variety of fruits and vegetables, including red grapes, black carrots, purple sweet potatoes, and other natural sources. They use patented technology to dry fruits and vegetable concentrates into shelf-stable crystal colors.



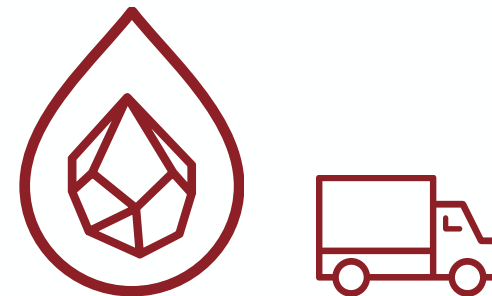
Since their crystal colors are up to five times more concentrated than traditional liquid, one truck of crystal color can replace seven trucks of liquid color, producing the same amount of finished product for a customer.* This innovative crystallized product strives to reduce trucking carbon emissions.

Frozen Liquid Color = 7 Trucks



Crystallized Color = 1 Truck

=



**Product shipping comparison based on Cal Color Liquid Black Carrot compared to Crystallized Cal Color Black Carrot*

Driving Change at GALLO

GALLO's Sustainability Club is comprised of a group of committed employees in Modesto, California, who are focused on driving a culture of sustainability throughout the organization.

Sustainability Club Accomplishments:

- The Club hosted multiple events to increase awareness on a range of topics dealing with sustainability at GALLO and within our communities.
- Earth Week Activities: 365 employees opted to ride a bike or walk their work commute during Earth Week.
- The Club participated in local and regional Earth Day events company-wide, supporting causes that enhance the areas where we operate.





Brands in Action

Rombauer Vineyards

Starborough

Talbott Vineyards

Whitehaven

Protecting Endangered Fish Species

Even before joining the GALLO portfolio in 2023, Rombauer Vineyards has worked hard to ensure their operations are as environmentally friendly as possible. Winemaking is a holistic endeavor in which high value is placed on the interaction of land and community throughout the entire process. Rombauer believes it's an honor and duty to be good stewards and share in the responsibility of protecting the environment for future generations. Sustainable practices are used whenever possible in the vineyards and at the winery.

All of Rombauer's vineyards are Certified Fish Friendly Farming, and their growing practices help protect the endangered Coho salmon and steelhead trout. The Fish Friendly Farming Certification Program is one of the most successful and impactful sustainability programs in California.



Coho salmon



Rombauer primarily harvests by hand



Steelhead trout

STARBOROUGH

Protecting the World's Oceans

Starborough is a bright, approachable and refreshing expression of the vibrant landscape of Marlborough, New Zealand. With that region's turquoise seas as its inspiration, Starborough is committed to helping protect and restore our planet's awe-inspiring oceans.

Starborough Sauvignon Blanc, which is certified sustainable by Sustainable Winegrowing New Zealand, has been a proud partner of Oceana since 2020, donating funds to support the organization's efforts in protecting ocean habitats.

Oceana is the world's largest international advocacy organization focused solely on ocean conservation, committed to helping restore and protect the biodiversity, abundance, and equilibrium of our oceans through directed, fact-based policy campaigns. Since its founding, Oceana has won more than 275 victories and protected more than 4.5 million square miles of ocean.

Continuing the brand's mission to be sustainability leaders, Starborough has additionally engaged in several reef-building partnerships. Since 2022, working in collaboration with Reefmaker, Starborough has deployed three concrete limestone super reef structures in two locations in the Gulf of Mexico near Destin, Florida. In 2023, Starborough also collaborated with the Coastal Conservation Association of North Carolina for a 15-acre artificial reef system in the Pamlico Sound, one of the largest estuarine lagoons in the United States. These reef structures and systems are an invaluable part of the ecosystem, helping create thriving and diverse marine habitats.



Sending the Birds Off the Vines Safely

Grapes aren't for the birds. Thanks to a filtering oil in their color receptors, birds have an amazing ability to detect color variations in the grapes even in bright sunlight. As soon as the grapes at Talbott Vineyard's Sleepy Hollow Vineyard in Santa Lucia Highlands start ripening and changing color (known as veraison in viticulture), birds descend on the vines, pecking and damaging clusters. With 550 acres of grapes planted at Sleepy Hollow, Clinton Cooper, Ranch Operations Manager for the Central Coast, needed a solution.

He considered various sustainable options and found that lasers could be used to safely

deter birds from the crops. With some research, Clinton found Cypress AgriTech, a local company that sells an AVIX Autonomic Bird Laser Deterrent (made by Bird Control Group).

AVIX is solar-powered, giving Clinton's team flexibility to position the laser anywhere that birds roost and forage. A bright green beam visible to birds constantly scans the vineyard. When the beam comes in at an angle, birds see an aerial predator and fly away, giving them less time to peck grapes. Talbott Vineyards uses 13 of these solar-powered AVIX systems in Sleepy Hollow, protecting the vines, the fruit, and the birds.



TALBOTT
VINEYARDS.



Photo credit: © 2015 Imran Shah (Flickr)



Video courtesy of Cypress AgriTech

WHITEHAVEN

Operating Sustainably for Generations

Founded by Greg and Sue White after being inspired by the beauty of New Zealand's Marlborough region amidst sailing the South Pacific, Whitehaven has continually been rooted in sustainability.

It is Whitehaven's firm belief that the winery has a long-term, intergenerational responsibility to reduce its impact on the environment and leave the planet a better place for future generations. All wines are Appellation Marlborough Wine certified, and all vineyards and grower's vineyards are Sustainable Winegrowing New Zealand accredited. Whitehaven is committed to being carbon certified by the Toitū Envirocare Carbon Programme, against the ISO 14064-3 standard.



WHITEHAVEN®

Additionally, along their sustainability path, Whitehaven is reducing their footprint through numerous initiatives. This includes shifting to lighter weight glass, recycling materials such as irrigation drip line and soft plastics, using more efficient tractors, and reducing high-energy activities during peak hours.

Whitehaven has also identified three other areas for continuous sustainable improvement: biodiversity, community, and efficiency of water use and quality. From planting 20,000 eco-sourced native seeds annually to employing soil moisture probes on at least 50% of land to reduce water needed for irrigation, Whitehaven is ensuring their commitment to sustainability is well-rounded.





Sustainable Packaging

GALLO in Action
Brand in Action



GALLO in Action

GALLO Chester County Operations
Gallo Glass
Halo Glass Recycling

Reducing Carbon Footprint on the Road

GALLO's east coast distribution center reduces our carbon footprint and optimizes logistics.

With the growing popularity of our High Noon brand on the East Coast, GALLO seized the opportunity to operate more sustainably. Instead of putting more trucks on the road, we opened a canning and bottling facility in Fort Lawn, South Carolina, to be closer to our customers east of the Rockies.

Our South Carolina facility has now been up and running since October 2022, and we have reached our targeted goal of an annual reduction of ~3 million miles off the road.

\$423M

Investment over 8 years

~500 Jobs

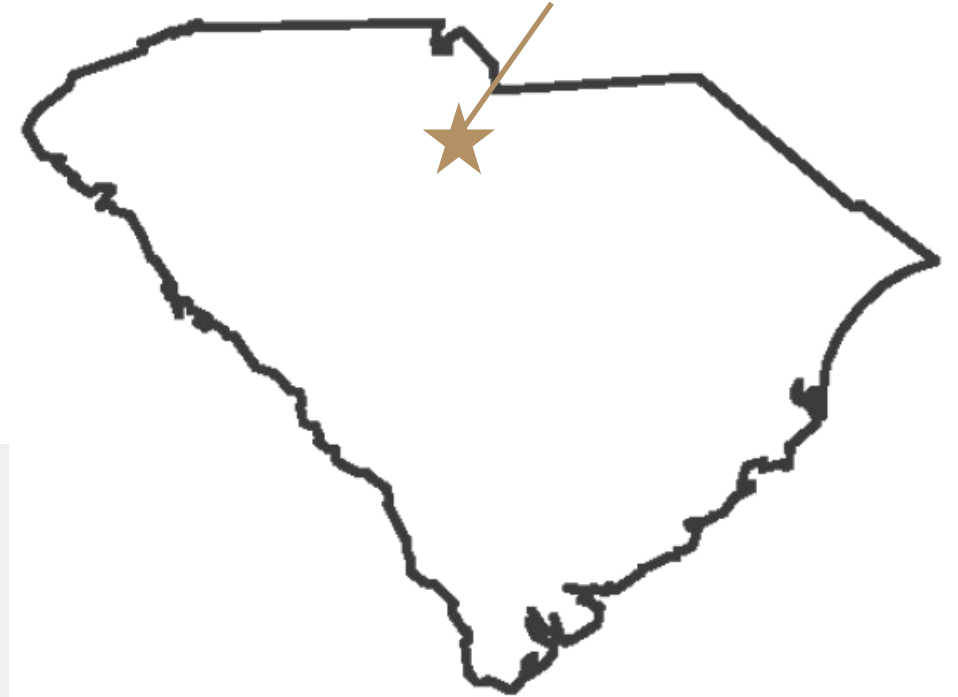
Target number of new jobs over 8 years

~3 Million

Road miles saved annually due to closer proximity of product to consumers

Oct. 2022

Distribution Center became operational



Repurposing Water and Lowering Emissions

GALLO partners with Gallo Glass, a state-of-the-art, highly innovative glass manufacturer based in Modesto, CA. Established in 1958, Gallo Glass is the largest glass container plant in the U.S., dedicated to delivering service and quality to the wine and spirits industry while also reducing emissions.

- Gallo Glass is the first glass container facility in the world to convert its furnaces to oxygen-fired natural gas, **reducing NOx emissions by 80%**.
- Gallo Glass developed one of the nation's lightest wine bottles, weighing roughly 397 grams. (14 oz.)
- The unique product design created by Gallo Glass allows for more bottles to fit on each truck, which means using fewer trucks on the road. Fewer trucks on the road equates to saving energy and reducing transportation-related greenhouse gas emissions.

**~50%
Glass**



Currently, Gallo Glass targets ~50% recycled content across their bottle portfolio.
By 2030, the Gallo Glass portfolio is on track to contain an average recycled content of ~75%.



In 2023, Gallo Glass saved an average of **640,450 gallons of water per month** (7,685,392 gallons/yr.) by repurposing cooling tower blowdown water.

(Source: Gallo Glass, Water Savings Project data, June 6, 2024)

Driving Circularity of Glass Recycling

By partnering with Halo over time, GALLO anticipates diverting nearly 200,000 tons of glass from landfills annually, while also significantly reducing energy consumption and greenhouse gas emissions.

Halo Glass Recycling, located in Modesto, CA, is North America's largest state-of-the-art glass processing and recycling facility. Because glass is infinitely and 100% recyclable, with no loss to quality or weakening of the material, Halo continuously reclaims and reuses glass from material recovery facilities, buy-back centers, and curbside collections. From there, Halo crushes and cleans recycled bottles and jars into color-sorted "cullet," which is recycled glass ready to be fired into new bottles by Gallo Glass.

Did You Know?

For every 6 tons of glass cullet that Gallo Glass uses from Halo, there is a **one-ton reduction in CO₂ emissions**. (One ton of glass cullet = 1.2 tons of raw materials)

Over a year, Gallo Glass can use up to 350,000 tons of recycled material, on average achieving a **50% recycling rate**.

Every 10% increase in glass cullet = a 2-3% reduction in energy usage.





Brand in Action

| High Noon

Reducing Waste with “Loose Packaging”

Many GALLO brands have undergone packaging transformations that have inherently reduced their carbon footprint. These changes include, but are not limited to lighter-weight glass, Tetra Paks, and PET packaging. One packaging optimization that has made a notable impact in reducing waste is High Noon’s loose packaging.

Primarily for the on-premise channel, High Noon’s loose packaging is a 24-can tray enclosed by plastic wrap only, without fiber carriers. These cases differ from the standard High Noon cases that come in various multi-can packs, individually encased with fiber packaging, enclosed by plastic wrap. While this initiative began in the second half of 2022, the adoption rate has significantly increased.

As of May 2024, adoption of the loose packaging in on-premise reached 75% adoption for the available flavors YTD. Compared to the standard six by 4-pack carrier, High Noon loose packaging has:

- Eliminated the use of over 623,000 lbs. of fiberboard
- Reduced greenhouse gas emissions by 1,738 metric tons CO₂ associated with making the material and managing post-consumer waste
- This data is equivalent to the amount of:
 - Carbon sequestered by 2,029 acres of U.S. forests in one year*
 - Carbon dioxide emissions from 227 U.S. homes’ energy use for one year*

*Source: <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator#results>



Old Packaging

(Multi-can fiber carriers)

New Packaging

(Loose packaging, 24-cans, for on-premise sales)



Diversity & Inclusion

GALLO Employees in Action
Brands in Action



Employees in Action

GALLO Veteran's Organization (ERG)

Women of Wine & Spirits (ERG)

Canandaigua, NY/Inclusion in Motion

Modesto, CA/Best Buddies

Modesto, CA/Wilson Elementary Baseball



Marching for Carry the Load

Many of our Employee Resource Groups (ERGs) reach in at GALLO to create a sense of community at work.

Recently, the GALLO Veteran's Organization (GVO) ERG reached out to communities across the nation during Carry the Load's Memorial May, a campaign that raises awareness for the sacrifices the military, Veterans, first responders, and their families have made—and make—every day.

GVO members especially understand the mission of Carry the Load, a non-profit organization that honors and supports the nation's military and first responders. Memorial May is a series of marches and walks that take place across the country.

GVO sponsored the event, and a total of 32 GVO members marched over 21 miles through Canandaigua, NY; Chicago, IL; Charlotte, NC; San Diego, CA; Tampa, FL; and Dallas, TX.



Above: Video courtesy of Carry the Load



Championing Women and Their Allies

The Women of Wine & Spirits (WOWS) ERG champions female GALLO employees and their allies, offering mentorship, support, and professional growth opportunities.

One program that has generated considerable impact is the GALLO Superwoman and Super Ally Campaign of 2023. WOWS sent out nomination forms companywide, and employees nominated female employees who make an impact in their jobs, going extra, and excelling. Last year, 982 employees and allies were nominated. Additionally, during National Women's History Month in March 2024, GALLO employees nominated 1,300 women and allies.

To celebrate International Women's Day on March 7, 2024, WOWS hosted an event at GALLO that brought together employees with female winemakers.



Building an Inclusive Playground with Inclusion in Motion

The Town of Canandaigua, NY, partnered with *Dream Big! Inclusion in Motion*, to bring a new park to the community that features a completely accessible and inclusive playground for everyone to play on, regardless of their level of ability or mobility.

Dream Big! Inclusion in Motion is a local non-profit organization dedicated to providing a place in the Canandaigua community where ALL children, no matter their abilities, can play together. The fully accessible playground in its entirety is set up to facilitate play between multiple generations and abilities.

Many of GALLO's Canandaigua Winery employees volunteered their time to support the construction and assembly of the newly opened park.



Creating a Legacy of Support for Best Buddies

GALLO Production Supervisor Christina Gauthier is especially attuned to the challenges people living with intellectual and developmental disabilities (IDD) face. With a niece and nephew on the spectrum, Best Buddies International is close to her heart. Christina is part of the 18-year legacy that the late Bob Gallo started after bringing Best Buddies, a non-profit dedicated to helping 200 million people with IDD, to GALLO and G3.

The Best Buddies California Challenge is a 70- and 38-mile bike ride fundraiser down the Pacific Coast. Over the years, GALLO teams of 46 to 79 cyclists have participated. **Since 2010, GALLO's Best Buddies teams have raised nearly six figures.** Bob's son, Tom Gallo, became actively involved in the event, riding with his wife Karyn and supporting the team.

Now, Christina captains the GALLO/G3 Best Buddies team, along with co-captain Brent Sams, a GALLO research scientist. Some of the 'buddies' with IDD have participated in the event, riding tandem and forging friendships with employees. "I've ridden with some of the buddies...and they are some really awesome people," Brent said.

Christina has experienced firsthand the difference that Best Buddies makes, providing meaningful friendships, leadership training and mentorship to people with IDD. "All the fundraising is worth it," she said, just to see the Best Buddies emerge from leadership training as more confident adults who thrive.



Above: G3 employee Matt Gauthier and his wife, Christina, a GALLO employee, at a Best Buddies Challenge



Helping the Junior Jaguars Play Ball

When the kids at Wilson Elementary gathered for baseball practice in 2016, only one had a helmet. No one had a bat. A block away, a GALLO employee watched a small boy walk alone down Yosemite Boulevard every day on his way to school, and she wondered how she could help or volunteer. Her son, a college-bound high schooler at the time, was also looking for a community project.

After meeting with Coach Miguel Vargas and Wilson Elementary's principal, the employee and her son learned the Jaguars baseball program was in dire need of funds because 90% of the students' parents couldn't afford the extra cost of team sports. The mother-son team got busy.

First, they connected Coach Miguel with used equipment from a nearby baseball association. **Then, they worked together to raise funds to support the team. Altogether, enough funds were donated to get the team fully equipped with bats, balls, gloves and uniforms.**

Even after her son went away to college, the GALLO employee kept fundraising before each season. Fellow employees joined the effort, making baseball cards for each player and taking pictures of the kids on the field. Thanks to the generosity of many employees, the GALLO matching gift program, and even a few donut sales over the years, **the Wilson Jaguars have grown to four teams**—the most opportunities they've ever had for kids to play ball.





Brands in Action

Barefoot

J Vineyards & Winery

Taylor

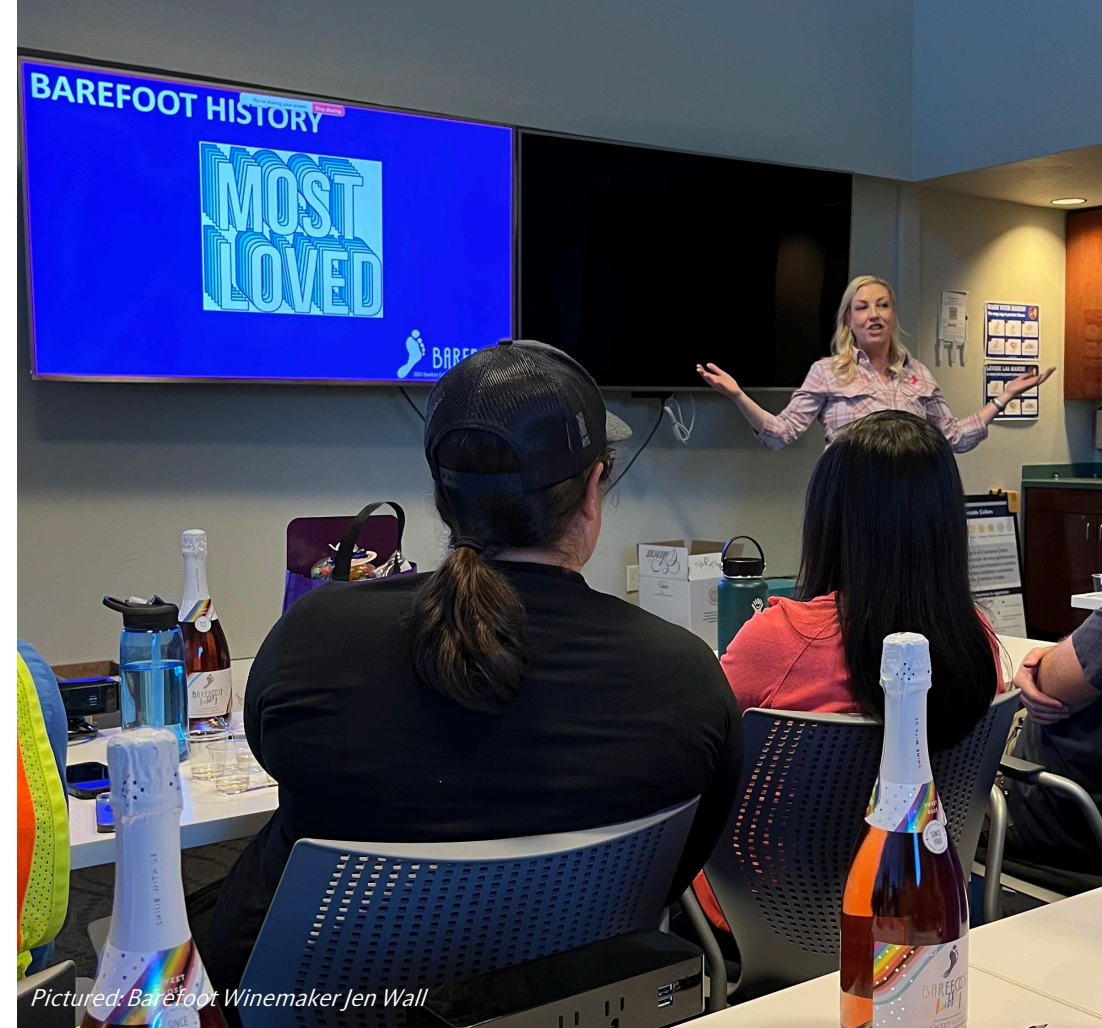
Continuing Support for the LGBTQ+ Community

Barefoot continues supporting the LGBTQ+ community - which has remained part of the brand's marketing for over three decades. This year, the brand is modernizing its approach, with relevant moments year-round and key partnerships, such as the NFL.

Barefoot Winemaker Jen Wall leads interactive winetasting experiences throughout the year, walking NFL, NBA, and MLB employee resource groups (ERGs) through a parallel history of the LGBTQ+ community and Barefoot. She also presented Barefoot's D&I work to a select group of industry leaders at BRIDGE24, a conference dedicated to breaking barriers. On the

NFL partnership side, Barefoot creates fun content that answers the LGBTQ+ community's already growing interest in the NFL while attracting other audiences.

Behind the scenes, Barefoot supports Free Mom Hugs (FMH) to empower the LGBTQ+ community through visibility, education, and conversation. GALLO's PRIDE ERG collaborated with Free Mom Hugs on their first annual national conference, providing a space to learn and make the world a better place. Barefoot looks forward to more decades of always welcoming new friends to wine.



Pictured: Barefoot Winemaker Jen Wall



Supporting Education Locally

J Vineyards & Winery's Shifting the Lens culinary program showcases voices, cultures, and cuisines that have historically been overlooked in wine country by inviting guest chefs to J for a Bubble Room residency. As part of the Shifting the Lens initiative, J has invested in a local educational support program that helps amplify the Winery's goals to create a more dynamic and diverse industry that is inclusive of all viewpoints and backgrounds.

Starting in 2023, J Vineyards & Winery has donated annually to the Santa Rosa Junior College (SRJC) Shone Farm Agricultural Education Fund. This support sponsors three students in their working internships at SRJC's Shone Farm for the academic year.

Shone Farm is a 365-acre outdoor learning laboratory located in the heart of the Russian River Valley AVA that provides students with hands-on agricultural experience that cannot be duplicated in the classroom. The Shone Farm mission is to educate a diverse and culturally rich student population, opening agricultural and natural resources opportunities to all.

This spring, J Estate Chef Forest Kellogg, an SRJC Culinary alumnus, toured Shone Farm with Chef Rashida Holmes and Chef Damarr Brown, the 2024 Shifting the Lens Chefs-in-Residence. The tour was led by two Shone Farm interns who are supported by the donation.



TAYLOR

Empowering and Giving Back to the Black Community

From 2021-2023, Taylor experienced a major shift in the brand's consumer base. Largely stemming from virality on social platforms, Black consumers rose from 11% to over 53% of the brand's demographic. Because Taylor's growth is directly tied to adoption by the Black consumer, the brand is aiming to increase community engagement and connection.

Over the past year, Taylor worked with many Black-owned firms in an effort to diversify partners and drive revenue directly into these organizations. The firms include: Values Partnership, Gauge, KBF Marketing, RE-S, Hustle Hard, and Pop'N Creative. These partnerships have made a crucial impact in forming insight-driven brand strategies.

In addition to partnering with Black-owned firms, Taylor has made an effort to connect with the community through activations at events, like the Fine Wine Series, Black Hair Experience, HBCU Alumni Homecoming, and the CIAA Basketball Tournament. These events have enabled Taylor to form authentic connections and show up in the moments that matter.

Lastly, the Taylor team has led internal education at GALLO by increasing cultural competence and partnering with GAAN, GALLO's ERG for African Americans and their allies to celebrate the Black community.



Thank You

We appreciate your interest in GALLO's sustainability journey. We are a values-driven company, and we believe that progress comes from working to be a little better every day. We hope you have enjoyed learning more about the brands and programs that reflect our values and report progress toward our sustainability pillars.

We are proud of the progress we have made, and we know that, collectively, our efforts today are laying the foundation for a brighter, more sustainable tomorrow.

Julie Wallace | Sustainability Program Manager



WE ARE
GALLO®