



GALLO®

Sustainability Progress Report

JUNE 2025

Introduction

At GALLO, sustainability is at the heart of everything we do and a driving force behind our innovation and growth. As an industry leader, it is our duty to protect the land we cultivate and the communities we serve.

Our sustainability efforts are built upon several essential pillars: Climate Change & Greenhouse Gas Emissions, Sustainable Packaging, and Diversity & Inclusion. We are also adding a Water pillar in 2025, with data available in 2026. Developed through our Sustainability Steering Committee, each pillar's specific goals and approach drive our company's direction toward the future.

This report serves as an update to our 2024 report, highlighting the progress we have made under each of our pillars. Thank you for joining us on this journey toward a more sustainable future for all.

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

Julie Wallace | Sustainability Program Manager



Stephanie Gallo



Julie Wallace

Sustainability Pillars

2025 Progress Report

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





Water
(New for 2025)

Data will be available in our
2026 Sustainability Report.


GALLO Sustainability Snapshot

(Refer to 2025 Progress Report Data on Pages 7-8, 10-II, and 13)


CLIMATE CHANGE & GREENHOUSE GAS EMISSIONS




12,502,421
Kilowatt hours of renewable electricity generated annually



35%
Annual renewable energy use





14% Increase
In Solar Power Generation




135,675,934
Gallons of water managed

SUSTAINABLE PACKAGING




83%
Of our primary packaging is 100% recyclable



3.6 Million
Over the Road Miles Saved

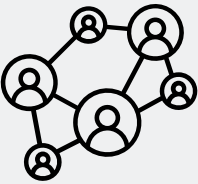



350,000 tons
Of Recycled Glass Repurposed




80% reduction
In NOx Emissions

DIVERSITY & INCLUSION



35%
of Gallo employees are involved in one or more of our seven Employee Resource Groups



70%
Employees participated in cultural conversations in-house training



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.

Goal

- 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 through use of biogas from process water management, as well as solar
- 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 – 2025 update



135,675,934

Gallons of water managed

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



12,502,421

Kilowatt hours of renewable electricity generated annually

This includes solar and co-generation from biogas (process water management) across all GALLO sites.



35%

Annual renewable energy use

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



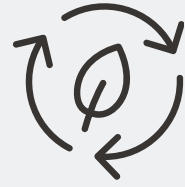
Progress: By the Numbers – 2025 update



18% Decrease

In Total Waste
49,813 tons recycled annually

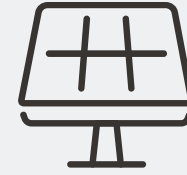
This is the amount of materials recycled annually across all GALLO sites.



148,166

Tons of repurposed biodegradable waste

Across all sites in 2024, over 114,000 tons of pomace was produced after crushing grapes. Additionally, GALLO composted over 40,000 tons of organic and green waste and sold over 107,000 tons for animal feed to local farmers.



14% Increase

In Solar Power Generation

GALLO has over 21 acres of solar panels across our properties, as well as planned future expansion. In 2024, roughly ~7,190 MWh were generated by GALLO-owned panels. This is equal to the amount of electricity that ~666 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
- Gallo Glass strives to achieve an average of a 50% recycled content rate across the bottle portfolio



Progress: By the Numbers – 2025 update



83%

Of our primary packaging is
100% recyclable

In 2024, we continue to make progress toward achieving our 85% recyclability goal by 2030.



397g

Lightweight
Glass Bottles

Developed by Gallo Glass, many GALLO brands use best-in-class lightweight bottles that generate environmental, shipping, packaging, and storage benefits.



3.6 Million

Over the Road Miles Saved

In late 2022, GALLO opened a canning and bottling facility in Chester County, SC to be closer to east coast consumers. This optimizes logistics and lowers our carbon footprint with fewer trucks on the road. In 2024, we surpassed our annual goal of taking ~3 million miles off the road.



Progress: By the Numbers – 2025 update



350,000 tons

Of Recycled Glass
Repurposed in 2024

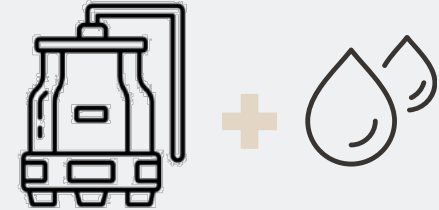
On average, Gallo Glass achieves higher than a 50% recycled content rate across the bottle portfolio. By 2030, the portfolio is on track to contain an average recycled content rate of ~75%.



80% reduction

in NOx Emissions

As the first glass container facility in the world to convert furnaces to oxygen-fired natural gas, Gallo Glass is maintaining an 80% reduction in NOx emissions.



640,540 gallons

Average Monthly Gallons
of Water Repurposed

By repurposing cooling tower blowdown water since 2023, Gallo Glass saves 7,685,392 gallons/year.



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

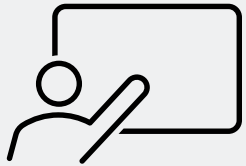
- Welcome diversity to encourage innovation, inspire creativity, and generate better results
- Champion and cultivate an inclusive culture
- Support an environment where everyone can be their true, authentic selves
- Ensure opportunity for all

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



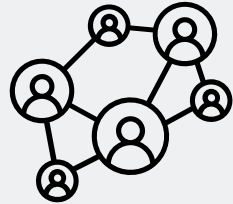
Progress: By the Numbers – 2025 update



70%

of employees participated in our Cultural Conversations in-house training in 2024

Employee led training series that focuses on recognizing our differences, understanding key concepts, and creating an environment of inclusion and belonging.



35%

of employees are involved in Employee Resource Groups

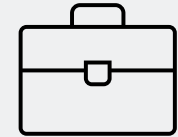
This is the percentage of eligible employees in 2024 who are involved in one or more of GALLO's seven ERGs.



Developing Leaders

2nd leadership cohort completed

GALLO's second cohort of five participated in "Managing Leaders Tomorrow," a nine-month leadership development program in 2024.



Career Path Innovation

32 Participants from 22 colleges and universities participated in 2024's 'The Pitch'

GALLO partnered with Breakthru Beverage Group in this recruiting program to showcase our industry's potential as a dynamic and rewarding career path.



GALLO Employee Resource Groups (ERGs) + D&I Council



EST 2008

GAAN is GALLO's ERG for African Americans and other interested employees, regardless of their race or other protected group. GAAN provides a forum to support the recruitment, retention, and professional development of employees across our organization's Modesto-based and Sales divisions.



GALLO VETERANS ORGANIZATION

EST 2011

GALLO Veterans Organization (GVO) helps GALLO attract and retain qualified veterans by providing a community of shared values, support, and a place to grow their careers while serving our veterans and other interested employees, regardless of their protected group.



EST 2013

PRIDE is GALLO's ERG for our LGBTQ+ community and other interested employees, regardless of their protected group. PRIDE fosters an inclusive, non-discriminatory environment for our employees, consumers, & industry by creating space and empowering all employees to bring their authentic selves to work.



GALLO WOMEN'S NETWORK

EST 2016

The GALLO Women's Network provides female employees and other interested employees, regardless of their gender and other protected group, with a safe and welcoming internal association that offers support, community, and professional growth opportunities. GWN serves members companywide, including international.



EST 2018

Asian Society for Inclusion & Achievement (ASIA) is GALLO's Employee Resource Group for Asian Americans, Pacific Islanders and other interested employees, regardless of their race or other protected group. 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, BIPOC, and other interested employees, regardless of their race or other protected group, to develop, inspire, and build a culture of career advancement across the GALLO network.



EST 2018

enABLE promotes 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.

Shaping a Sustainable Industry

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

We are grateful for your interest in GALLO's sustainability journey. We are proud of our progress and focused on continuous improvement, with big plans to come.

Every day, we find opportunities to implement innovative and values-driven sustainable solutions. Together, we can build a better future for all.



CALIFORNIA
SUSTAINABLE WINEGROWING
ALLIANCE