

Sustainability Report 2026



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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 can be attributed to the values our founders instilled in both our family and our business. My grandfather Ernest and great-uncle Julio knew they were shaping a legacy meant to thrive for generations. With remarkable foresight, they pledged that GALLO would always choose the “right” way of doing business.

Today, that promise still guides us. Our commitment to protecting our land, supporting our employees, and strengthening the communities we serve remains steadfast. This report highlights our journey toward sustainable operations from 1933 to today and the future that lies ahead of us. As Executive Sponsor of the Sustainability Steering Committee and our Employee Resource Group Governance Body, I am proud of how GALLO continues to turn our values into meaningful impact.

We invite you to join us in this shared commitment. We believe that true sustainability flourishes when we care for our environment and foster a company that embraces—and reflects—the beautiful and inspiring uniqueness of the world around us.

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



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 brighter 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). CSWA promotes environmentally sensitive vineyard practices and advocates for 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 152 vineyard criteria and 113 winery best practices.

Sustainability Pillars

GALLO Sustainability Pillars

While GALLO's commitment to sustainability and inclusivity has remained part of who we are since the beginning, a dedicated **Sustainability Steering Committee** helps champion our path forward. Having a team that thoughtfully evaluates opportunities, sets priorities, and recommends goals shapes our work across the following pillars:



Climate Change
& Greenhouse
Gas Emissions



Sustainable
Packaging



Water



Diversity &
Inclusion



Climate Change & Greenhouse Gas Emissions

We are committed to giving back to the land, building sustainability-driven culture, and driving innovation toward a brighter 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
- 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



12,818,649 kWh

kilowatt hours of renewable electricity generated annually

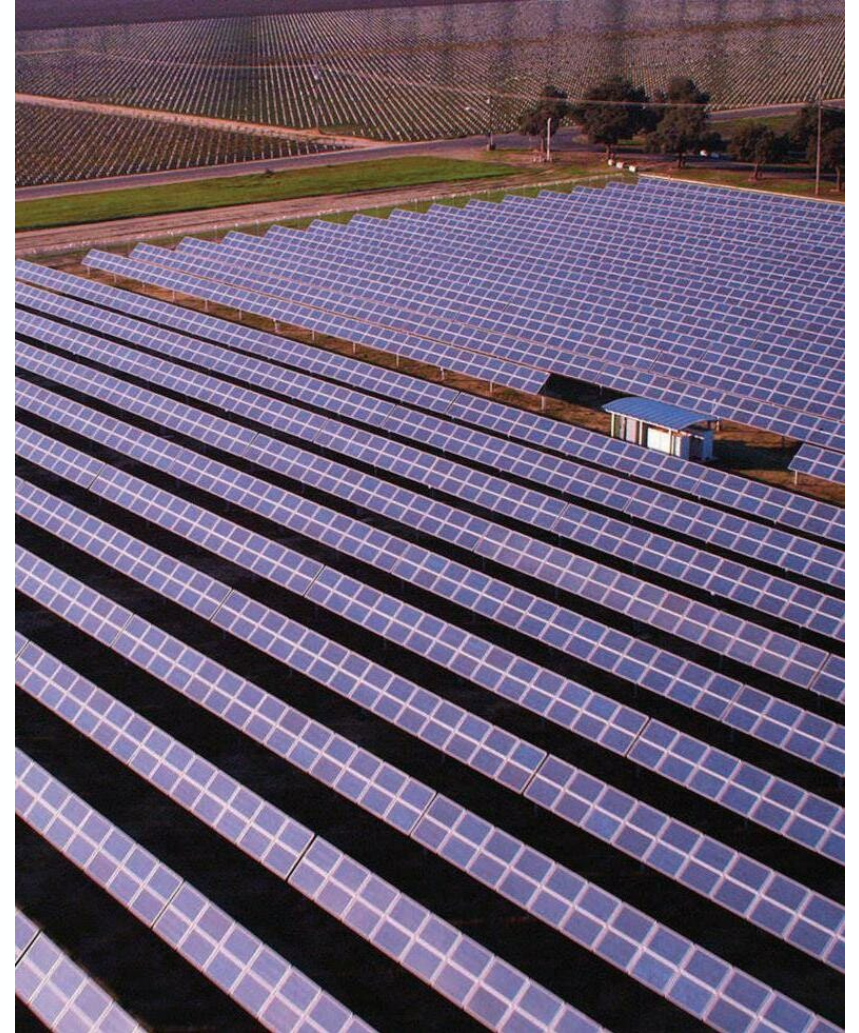
This includes solar and co-generation from biogas (treatment of process water) across all GALLO sites.



28%

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



9% decrease

in total waste
44,055 tons recycled annually

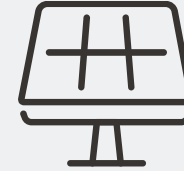
This is the amount of materials recycled annually across all GALLO sites.



149,165 tons

of repurposed
biodegradable waste

Pomace is a mineral-rich pulp that remains after grapes have been crushed and the juice extracted. Of this, GALLO composted 41,266 tons of organic and green waste and sold 107,899 tons for animal feed to local farmers.



5.55 MW

solar generation capacity

GALLO has 5.55 MW solar generation capacity from panels across our California winery properties. In 2025, GALLO-owned panels generated roughly ~7,176 MWh, the equivalent of the amount of electricity that ~665 U.S. homes consume in a year (2024 EPA calculations). We anticipate reaching 15.95 MWh capacity by end of 2026 due to solar expansion at our sites.



Sustainable Packaging

We are driving toward full circularity in 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
- Strive to achieve an average of a 50% recycled content rate across the Gallo Glass bottle portfolio

Progress by the Numbers



87%

of our primary packaging
is 100% recyclable

In 2025, we surpassed our 85%
recyclability goal, achieving 87%.



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 2025, we surpassed our annual goal
of taking ~3 million miles off the road.





Progress by the Numbers



189,902 tons

of recycled glass
repurposed in 2025

On average, Gallo Glass achieves higher than a 50% recycled content rate across the bottle portfolio. By 2031, the portfolio is on track to contain an average recycled content rate of ~70%.



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.



140,000 tons

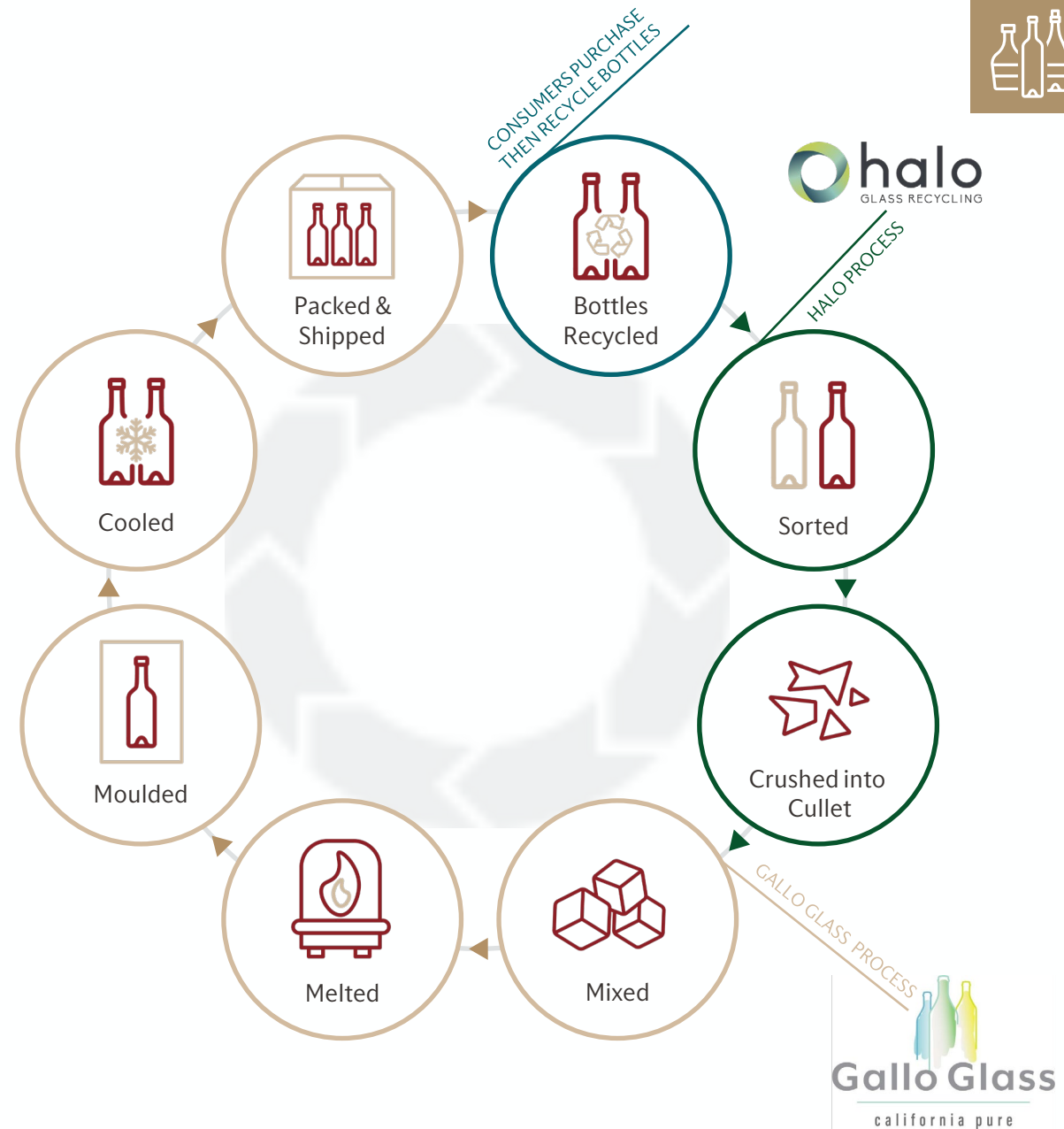
of glass diverted from
California landfills

Being located just three miles from a regional processing hub gives Gallo Glass the ability to convert recycled glass to a new bottle in as little as 30 days.

Glass is Infinitely Recyclable

Glass is a 100% recyclable material that can be recycled, reused, and refilled without losing quality. Halo Glass Recycling receives recycled materials from across California, which are then processed, cleaned, and crushed into glass cullet pieces. Next, the recycled glass cullet is sorted by color and size, before being supplied to Gallo Glass as the main ingredient for making new bottles. Because glass cullet requires a lower temperature to melt into a usable state to form new bottles, Gallo Glass and Halo work together in an infinite loop to reduce the need for new materials and, in turn, make strides toward lowering energy use and emissions.

6 tons of cullet = 1 ton reduction in CO₂ emissions
10% cullet increase = 2-3% reduction in energy use





Water

We are committed to ensuring a sustainable water supply throughout GALLO operations and building long-term resilience for generations to come.

Goals

- Build a comprehensive 5-year plan to achieve our water goals by 2031
- Balance water withdrawals with renewable availability of surface and groundwater
- Ensure water quality standards are maintained for surface and groundwater

Approach

- Develop water use metrics with achievable water usage reduction percentages for GALLO owned vineyards and production facilities
- Partner with industry and global academic institutions to develop water use best practices
- Evaluate and adopt leading water reduction practices in certain operations, while fostering innovation
- Leverage continued adoption of targeted irrigation practice across all GALLO owned and operated vineyards to drive water use reduction

Progress by the Numbers



114,145,341

gallons of water

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





Harnessing Process Water to Generate Power

Multiple GALLO businesses, including Cal Color, Fresno and Livingston wineries, harness process water to generate power. Livingston Winery uses aerobic and anaerobic biogas conversion to treat and filter process water 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, power is generated and beneficial byproducts are produced. This also aims to reduce the winery's total carbon footprint.



Winery
Process Water

+



Aerobic/Anaerobic
Biogas Conversion

=



Energy
Generated

+



Beneficial
Byproducts



Diversity & Inclusion

As a global company, we embrace diversity to strengthen who we are and create a more inclusive workplace. We invite everyone in our organization to take part in this shared 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
- Support a culture of inclusion through initiatives led by Employee Resource Group executive sponsors
- Strengthen our collective impact through our Employee Resource Groups (ERGs) that offer professional development, networking, and community engagement opportunities



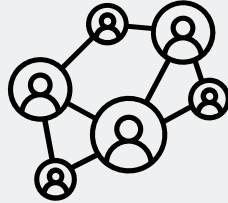
Progress by the Numbers



1,370

team members participated in D&I training programs

Employees participated in Culture Conversation Series and Diversity & Inclusion training in 2025-2026.



35%

of employees are involved in Employee Resource Groups

This is the percentage of employees in 2025 who are involved in one or more of GALLO's seven ERGs.



Developing Leaders

“Leading at GALLO” aims to train all leaders over the next several years

Leveraging input from across the business in 2025, GALLO University started this program in 2026 to roll out proven, high-impact programs for leaders at all levels across the company.

Career Path Innovation

31 participants from 21 colleges and universities participated in 2025'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.

Cultivating Growth & Talent

We believe in creating a workplace where every person feels safe, valued, and welcome to show up as their authentic self. By bringing together diverse perspectives, we foster growth, curiosity, and opportunity, helping employees thrive while attracting new talent.

Culture Conversation Series

Introduced in 2025, the “Culture Conversation Series” is an employee-led training series focused on navigating differences, building awareness, and fostering inclusion and belonging.

Leading at GALLO

Offered through GALLO University, “Leading at GALLO” is a modernized program that strengthens leadership at all levels, offering cohort-based development and practical, on-the-job application built around our 4Es (Envisions, Enlists, Engages, Executes) model and 13 leadership competencies.

Recruiting

Community and belonging make GALLO a great place to work. We invite talent to build meaningful careers here, through professional growth, participating in ERGs, or having fun with clubs, including basketball, golf, skiing, and bass fishing.



GALLO
DIVERSITY &
INCLUSION





Shaping an Engaged Workplace

Reflecting the unique cultures and identities that make our organization thrive, GALLO embraces the 4C Model of Diversity, organized across four pillars:

Culture

Employee Resource Groups (ERGs), which are open to all employees, regardless of their race or protected group, bring awareness and education to life through networking events, celebrations, and building community efforts.

Community

We foster safe, supportive spaces across the company that help employees build meaningful connections—within GALLO and the communities we serve.

Career

ERG-driven mentoring, leadership, and talent initiatives ensure ERG insights inform strategies that develop talent and support professional growth.

Commerce

Our diverse workforce shapes marketing, innovation, and product relevance, helping GALLO connect authentically with customers and communities.

Embedding these principles across the organization helps GALLO continue building an environment where people, ideas, and communities thrive.





GALLO Employee Resource Groups



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 professional development of employees across our organization.



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.



GALLO DIVERSITY & INCLUSION

Case Studies

Environmental Sustainability



Global Brands with Sustainability Practices



Alamos introduced the Bodegas de Argentina Sustainability Protocol in 2013, setting the standard for sustainable practices and earning the prestigious LETIS Sustainability Certification. Protecting the mountain land, neighbors and community is part of the fabric of Alamos.



Condesa Gin partners with Reforestamos Mexico to contribute 1% of all revenues towards ending deforestation and restoring degraded lands across Mexico. Condesa Gin also partners with CleanHub, an organization focused on removing over 11,000 lbs of ocean-bound plastic and stopping plastic pollution.



Starborough Sauvignon Blanc is recognized as certified sustainable by Sustainable Winegrowing New Zealand and demonstrates a continued focus on producing wine responsibly in alignment with industry-recognized sustainability expectations.



Whitehaven wines carry multiple certifications that span generations for being sustainably grown in New Zealand, including Appellation Marlborough Wine, Sustainable Winegrowing New Zealand accreditation, and carbon certified by the Toitū Envirocare Carbon Programme.





Vineyards Operating Sustainably in California



GALLO's California vineyards and wineries are Certified California Sustainable Winegrowing. Each vineyard implements stringent sustainable winegrowing standards based on the industry's code of 200+ best practices to qualify.



Monte Rosso Estate Vineyard is designated as Certified CCOF (California Certified Organic Farmers) Organic. The terrain and vineyard layout made Monte Rosso an exceptional candidate for the certification as an organic vineyard in July 2025, further reinforcing its commitment to land stewardship, responsible viticulture, and purity of expression.



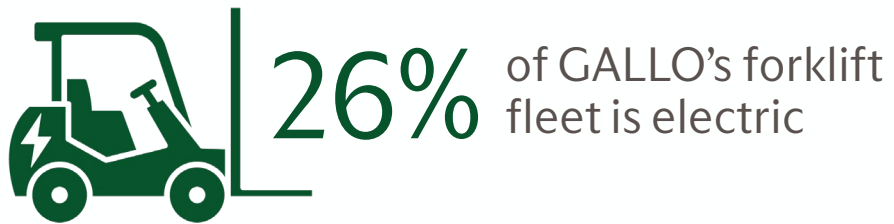


Alternative Fuels Move GALLO

On-Site

The adoption of alternative fuels and electrified equipment plays an important role in reducing overall emissions and supporting long-term sustainability goals across GALLO's winery and warehouse operations. Transitioning key material-handling and warehouse functions away from fossil fuels helps lower the emissions footprint while maintaining operational efficiency.

Our forklift fleet is shifting away from propane to electric forklifts, thereby reducing combustion emissions. Of the 333 forklifts in the fleet, 86 forklifts are now electric, and 4 of them are automated forklifts, representing approximately 26% of the fleet. Electric forklifts use electricity rather than fossil fuels, supporting a cleaner, more energy-efficient and safe workplace.



Automation

In addition to forklift electrification, GALLO uses Automated Guided Vehicles (AGVs) and Automated Guided Forklifts (AGFs) to replace and supplement traditional fuel-powered equipment in warehouse operations. These automated vehicles operate on electricity and are deployed to move materials efficiently throughout distribution and storage areas. AGVs and AGFs help reduce emissions associated with material handling while increasing consistency, precision, and automation within facilities.

Currently, GALLO operates four AGFs and seventeen AGVs across its warehouse operations. The AGV and AGF fleet collectively exceeds 100,000 hours of runtime, reducing more than 633 metric tons of CO₂e in 2025.





Employee Commuter Shuttle



504,530

over-the-road miles saved annually

Employees are turning everyday commute decisions into meaningful climate action by taking the GALLO shuttle from Oakland and Livermore to the Modesto office instead of driving solo 4 days a week. In 2025, this offset 504,530 vehicle miles, equivalent to ~20 trips around the Earth's surface.

Choosing to ride the shuttle to work reduces congestion, emissions, and the stress of long commutes. Employee adoption of shuttle commuting demonstrates how individual choices, when scaled across a workforce, can create measurable environmental benefits.



Employee EV Charging Infrastructure



518,710

Estimated EV miles driven annually

In 2025, employees utilized 172,903 kWh of electricity through GALLO's electric vehicle (EV) charging infrastructure. This energy use supported EV travel equivalent to 518,710 miles driven, representing a reduction in emissions compared to conventional gasoline-powered vehicles.

GALLO actively supports employees who choose lower-emission transportation options for their daily commutes, investing in and maintaining 34 on-site EV charging stations. Access to convenient workplace charging removes a key barrier to EV adoption and enables employees to confidently rely on electric vehicles as a primary mode of transportation.





Reducing Emissions by Road, Rail & Sea

California Natural Color (Cal Color), a division of GALLO, converts red grapes, black carrots, purple sweet potatoes, and other natural sources into crystal colors. Since the crystal colors are up to 5 times more concentrated than traditional liquid color, one truck of crystal color can replace 7 trucks of liquid color, producing the same amount of finished product for a customer.*



Shipping liquid color



Shipping crystal color



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



Reducing Emissions by Road, Rail & Sea

The Supply Chain Planning team needed to find a more efficient, sustainable way to ship bulk wine and spirits from the West Coast to the East Coast for finishing. So, they sharpened their pencils and discovered they could use bulk tank rail cars to ship 4x the volume, save 60% on freight, and 10 metric tons of CO₂e per truck, which equates to one average home's energy use in an entire year.

GALLO purchased 22 of its own rail cars, saving millions in freight and 2,000 metric tons of CO₂e.





Reducing Emissions by Road, Rail & Sea

GALLO has shipped bottles of finished wine and spirits products overseas for years, which can be costly. In 2006, we began shipping bulk product to the UK, then bottling there, closer to our consumers. Filling all packaging types and sizes as close to the end consumer as possible is now standard operations in Europe. We bottle locally in 9 countries.

Bottling overseas reduced GHG emissions by 40-47% per bottle.**

**"Wine Transport GHG Emissions Analysis," February 7, 2023, Carbon Intelligence for GALLO.



Eco-system Driven Sustainability

Rombauer Vineyards strives to be a steward of the land, using the following sustainable practices in their vineyards and wineries:

Certifications

All 3 Rombauer wineries are Certified California Sustainable through the California Sustainable Winegrowing Alliance (CSWA) and 2 of the wineries in Napa are Certified Napa Green. Rombauer's 16 vineyards are Certified California Sustainable through CSWA and Fish Friendly Farming certified.

Bees

When nearby fruit orchards bloom, bees run out of food. Rombauer offers a beekeeper space in the vineyards where bees can thrive in the "off-season." Providing the bees with diverse, native food sources helps create biodiversity, which is good for the bees and land.

Raptors

Birds and small mammals enjoy feeding on grapes. To manage damage to the vineyards, Rombauer installed 30 owl boxes. A single box with a breeding pair and young can feed on about 3,000 rodents annually.

Caves

Rombauer St. Helena constructed caves at depths of 10-50 feet under a hillside that maintain 62°F temperatures year-round, perfect storage conditions for wine. Most of Rombauer's wine is stored in the caves, eliminating energy requirements to control the temperature and reducing the carbon footprint.

Dry Vineyard Farming

Rombauer's Ostrom Vineyard is dry farmed, a cultivation technique that forces head trained grapevines to rely solely on natural rainfall and groundwater, eliminating the need for irrigation.

Fish

Rombauer's grape growing practices help protect the endangered Coho salmon and steelhead trout.

Sheep

As nature's fluffy weed eaters, sheep reduce the use of herbicides and need for tractor passes to mow, which reduces emissions, labor, and soil compaction.



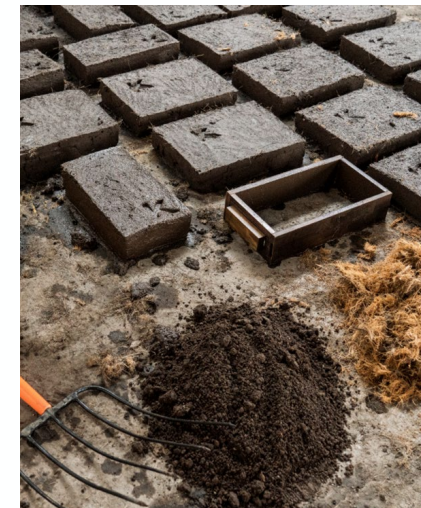
Tequila Komos Redefines Sustainability



Managing 100% of its production byproducts, Tequila Komos operates sustainably while helping the community. Using agave biopallets, biodegradable, compostable pallets made from agave waste, Tequila Komos recycled 80+ tons of agave fibers per 1,000 biopallets and reduced tree logging by up to 30-70%.



The Komos Foundation built an adobe classroom in Amatitán in Jalisco, Mexico, using agave waste and 2,400 recycled Komos bottles (opened October 2024). The Komos Foundation is currently building a middle school and a safe house for women in Jalisco. The Komos Foundation earned the 2025 Green Architecture Award from the DNA Paris Design Awards for its Multipurpose Classroom Project in Amatitán.














Social Sustainability



Representation in Brands

GALLO brands champion the communities where we live and work, reflecting the diverse voices, values, and spirit of giving back.

Philanthropic Partners

	 	<p>Franciscan and Liberty Creek donate to Folds of Honor, an organization that provides scholarships to the families of fallen and disabled military and first responders. Franciscan and Liberty Creek donate a portion of each sale to support scholarships for America’s military and first responder families.</p>
	 	<p>Lucky One Lemonade launched the “Our Pack Gives Back” initiative to support Best Friends Animal Society and LifeLine Animal Project, raising funds for rescue animals’ medical bills, adoption fees, and essential supplies.</p>
	 	<p>Horse Soldier Bourbon has partnered with Tunnel to Towers Foundation since 2021 to support veteran and first responder families. Fundraising initiatives include matching tips for donations and direct contributions to support homes for families and catastrophically injured veterans.</p>

Multi-Cultural Founded Brands



Luisito Comunica, Mexican social media influencer and content creator who is popular with U.S. and Latin American audiences, inspired Gran Malo, a premium spicy tamarind-flavored shot made with Blanco Tequila.



Issa Rae, actor and entrepreneur with a known passion for Prosecco and heavy influence within the Black community, founded Viarae, a lively sparkling wine.



Saul “El Canelo” Alvarez, a renowned boxer who embodies Mexican pride, co-founded VMC, a ready to drink (RTD) beverage made with authentic Mexican flavors and Blue Agave Tequila from Jalisco, Mexico.

GALLO Women Led Brands



MARTIS



Jennifer Wall
Winemaker

“We strive to offer something for every taste.”



Beth Liston
VP, Winemaking

“Immersed in ‘everything from grape to glass.’”



Nicole Hitchcock
Estate Director

“It takes years to make traditional method sparkling wine like we do.”



Laura Fontaine
Senior Winemaker

“I strive to produce exceptional wines that delight our consumers.”



Jenn Barak
Winemaker

“We hand select the best fruit from Sonoma’s storied vineyards.”



Molly Felts
Winemaker

Molly balances discovery-driven experimentation with focused vision.



Kori Butler
Senior Winemaker

“Our unspoken motto is ‘strive to be better than the last vintage.’”



GALLO Women Led Brands

INTERNATIONAL

Pahlmeyer

RAVENSWOOD®

PROSECCO D.O.C.G.
Viarae

ALAMOS
120 YEARS OF FAMILY WINEMAKING

CASA
BRAN
CAIA

CONDESA
GIN

WHITEHAVEN.



Katie Vogt
Winemaker

Sarah Lampi
Senior Winemaker

Issa Rae, Founder
Actor/Entrepreneur

Lucia Vaieretti
Winemaker

Barbara Widmer
Owner/Winemaker

Hillman Salome
Maestra Distillery

Sue White
Founder/Managing Director

“I’m not making individual wines; I’m continuing a legacy.”

Ravenswood is an icon of Zinfandel wine.

“I am thrilled to share my love of Prosecco with everyone through Viarae.”

Bringing generations of Mendoza winemaking to Alamos.

Barbara nurtures the vineyards with sustainable practices. “It’s about the harmony of nature.”

Dedicated to distilling spirits in the first woman-led microdistillery in Mexico City

Whitehaven is a family-owned and still women-led winery with a rich history.





Employees

GALLO employees support the communities where we live and work,
bringing our values to life across the country.



United Way's Day of Caring

In Canandaigua, New York, GALLO employees worked with local nonprofits to uplift the environment and their community.

United Way's Day of Caring is an annual, community wide volunteer event that engages local businesses, corporate groups, and individual volunteers with nonprofit organizations, schools, and public agencies to complete hands-on service projects. Day of Caring serves as a major community-building initiative, often kicking off annual United Way fundraising campaigns.

Over the spring of 2025, the Canandaigua team worked with United Way to volunteer at the local 4-H Camp Bristol Hills to get the site ready for summer camp activities. Together, they

completed maintenance, cleaning, and construction projects for the campgrounds.

The 4-H Camp Bristol Hills Summer Camp welcomes children from 5-16 years of age and offers a wide variety of programs for day and overnight camping. Their mission is to provide youth with a unique, fun outdoor experience under the guidance of positive role models, emphasizing uplifting social interaction, environmental awareness, and skill building.





Giving Back to Modesto

As GALLO's home base, the Modesto, California location plays an active role in giving back to the local community. Employees actively support schools, families, and organizations to directly impact where they live and work.

For more than a decade, Modesto team members have supported students at Wilson Elementary School through the Wilson Giving Tree program. Each holiday season, employees purchase and wrap gifts to ensure every student from pre-K through sixth grade receives a present, totaling ~300 gifts annually. This effort brings employees together to support local families and help make the holiday season more meaningful for the school community.

In addition to holiday giving, Modesto employees actively support Sierra Vista Child & Family Services through an annual employee-led basketball tournament. Started in 2016, the tournament encourages participants to donate items or funds most needed by Sierra Vista, including learning materials, clothing, books, and financial contributions. In 2025, despite reduced participation, employee donations exceeded the prior year, demonstrating continued commitment to local youth and families. Held at Stanislaus State for the first time, the event also strengthened partnerships within the broader Modesto community, with proceeds supporting the Stan State's men's basketball program.





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: 153 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.





Community Outreach Committee

In South Carolina, the Community Outreach Committee leads local charity efforts that connect employees with the communities surrounding Chester, Fort Lawn, Great Falls, and Lancaster.

Since 2022, Give Local Week has aligned teams with the Arras Foundation's regional focus on volunteering and fundraising in the days leading up to Thanksgiving. For two days, employees partner with three to four local nonprofits, dedicating hands-on support to activities such as unloading and distributing family meal kits, assembling and organizing food bank donations, assisting with facility improvements, supporting nonprofit relocations, and contributing to wellness-focused community programming.

Participation reinforces a shared commitment to service through direct, local engagement. Beyond the event itself, Give Local Week has helped establish lasting relationships that extend community involvement year-round.

Connections formed through the initiative have enabled continued volunteer efforts outside the formal schedule, strengthening long-term partnerships and deepening GALLO's presence in the South Carolina community through sustained, meaningful impact.





Citymeals on Wheels

In Manhattan, GALLO team members set aside holiday celebrations to deliver meals to home bound senior citizens.

Teams from GALLO Public Relations, Digital, and Media departments partnered with Citymeals on Wheels over the holidays. Citymeals organized the delivery routes and provided the food, while GALLO employees delivered dozens of meals directly to seniors' homes, bringing both nourishment and personal connection.

Playing a critical role supporting senior New Yorkers, Citymeals on

Wheels serves approximately 22,000 individuals each year and delivers more than 72 million meals since its founding.

By volunteering their time alongside Citymeals, GALLO employees supported an essential community resource and demonstrated how GALLO's commitment to sustainability includes caring for people and communities, not just the environments where we operate.





Employee Resource Groups

GALLO ERGs give employees opportunities to celebrate culture, build community, grow their careers, and enhance commerce.

Asian Society for Inclusion & Achievement

In celebration of Diwali, the ASIA Employee Resource Group hosted a Thirsty Thursday event for Modesto-based employees. Diwali, also known as the Festival of Lights, is an important cultural and religious holiday celebrated by millions around the world. The festival symbolizes light overcoming darkness and good triumphing over evil.

The ASIA event created an inclusive space for employees to learn, connect, and celebrate together. ASIA members shared personal stories of how their families observe and celebrate Diwali, providing context and meaning behind the holiday's traditions. The celebration also included Diwali-themed giveaways, such as diya candles and tote bags, along with Indian cuisine including samosas and gulab

jamun, thoughtfully paired with J Vineyards California Cuvée and Rombauer Pinot Noir. The programming blended cultural storytelling, food, and GALLO brands to create an engaging and welcoming experience.

More than 150 employees attended the event, reflecting broad interest and engagement across the Modesto campus. Through this Diwali celebration, ASIA strengthened cultural visibility and connection, reinforcing its role in fostering inclusion, education, and community through meaningful employee-led programming aligned with GALLO's ERG mission.



enABLE Disability Network

In recognition of World Mental Health Day, GALLO's enABLE Disability Network hosted the 2025 Mental Health Summit, an annual half-day event dedicated to advancing awareness, reducing stigma, and fostering a workplace culture rooted in wellbeing. The event created space for open dialogue and education around mental health as a critical component of inclusion and employee support.

The summit featured a curated program with candid conversations about mental health, an inspiring keynote by Dr. Mechelle Haywood, and a cross-ERG panel exploring how employees navigate mental health in the workplace.

Dr. Haywood shared insights centered on resilience, self-care, and sustainable wellbeing, drawing on her experience

supporting individuals and organizations in building healthier relationships with mental health.

Programming emphasized practical resources, shared experiences, and intersectional perspectives, while providing opportunities for employees to connect with colleagues across departments and community networks.

Through the Mental Health Summit, enABLE reinforced its role in advancing accessibility, understanding, and inclusion across GALLO, while aligning mental health awareness with the company's broader commitment to employee wellbeing. Convening employees in a shared learning environment helped normalize conversations around mental health in the workplace.





Gallo African American Network

The GAAN Annual Summit brings together GAAN members and interested employees across Sales, Marketing, Operations, Supply Chain, Corporate teams, and distributor partners for a multi-day, in-person experience focused on leadership development, cultural awareness, and community building.

Held annually during the week of Juneteenth, the summit aligns with a moment of reflection and celebration of Black history, culture, and contributions. Through a blend of executive participation, internal and external speakers, and cross-functional engagement, the summit provides space for shared learning and meaningful connection.

Designed as an interactive experience, the summit features panels, facilitated discussions, breakout sessions, and experiential programming that encourage participation and dialogue. Real-world leadership perspectives and diverse lived experiences offer practical insights into business acumen, personal brand development, and cultural fluency.

The GAAN Annual Summit strengthens networks, builds cross-functional collaboration, and reinforces a sense of togetherness among members and interested employees, developing talent across the GALLO organization.



Photos courtesy of GAAN

LGBTQ+ Pride

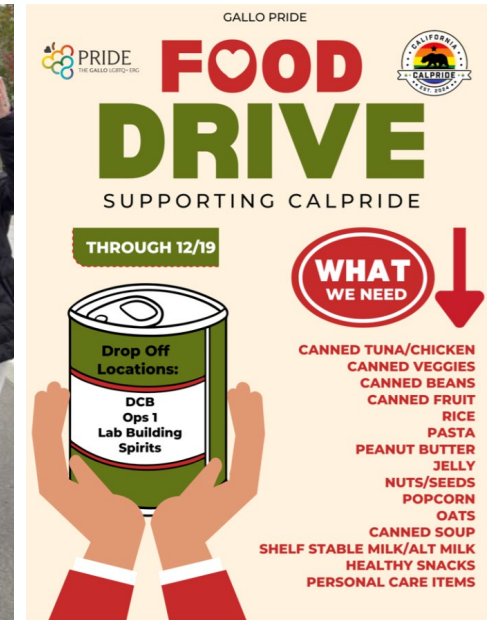
The PRIDE Winter Food Drive brought together members of the PRIDE ERG, Modesto Facilities, and local nonprofit partner CalPride to support LGBTQ+ community members across the Central Valley.

PRIDE leveraged its close relationship with CalPride to help stock the organization's community pantry with essential non-perishable food items. Collection boxes were placed across the Modesto campus and Spirits site, providing employees with accessible opportunities to contribute throughout the holiday season.

Running from late November through mid-December, the food drive was designed to encourage broad participation and cross-team

collaboration. PRIDE volunteers coordinated donation collection and delivery, while the Modesto Facilities team sponsored the effort during their Thirsty Thursday event, offering raffle tickets to employees who donated. This partnership helped integrate the initiative into existing campus touchpoints and reinforced a shared commitment to community support.

Through this collaboration, PRIDE helped ensure CalPride's community pantry was stocked with food items available for free to local individuals and families in need. The initiative strengthened connections between employees, facilities partners, and a trusted local organization, while underscoring PRIDE's role in advancing inclusive, community-centered impact.



PRIDE **FOOD DRIVE** **SUPPORTING CALPRIDE**

THROUGH 12/19

WHAT WE NEED

- CANNED TUNA/CHICKEN
- CANNED VEGGIES
- CANNED BEANS
- CANNED FRUIT
- RICE
- PASTA
- PEANUT BUTTER
- JELLY
- NUTS/SEEDS
- POPCORN
- OATS
- CANNED SOUP
- SHELF STABLE MILK/ALT MILK
- HEALTHY SNACKS
- PERSONAL CARE ITEMS

Drop Off Locations:
DCB
Ops 1
Lab Building
Spirits

Gallo Veterans Organization

The Gallo Veterans Organization (GVO) led GALLO's participation in Carry the Load's Memorial May, a month-long series of marches honoring fallen service members and supporting veterans and their families. GVO coordinated employee-led marches in Modesto, CA; Dallas, TX; Charlotte, NC; and Canandaigua, NY, bringing together veterans and local teams for dedicated moments of remembrance tied to Memorial Day.

Teams walked distances ranging from approximately one to five miles per march, with each location led by local veteran leadership. Whether through shorter commemorative walks or longer endurance marches, each event was designed to be inclusive and accessible,

allowing employees to join for part or all of the route while honoring those who served. The consistent event format reinforced both local engagement and a unified national effort throughout Memorial May.

By the conclusion of the campaign, GALLO employees collectively raised personal donations, exceeding the prior year's total and demonstrating sustained engagement throughout the month.

Through its leadership of Memorial May, GVO delivered measurable community impact while strengthening connection, remembrance, and participation across the organization.



Gallo Women's Network

The Gallo Women's Network (GWN) hosted "Menopause in the Workplace," an educational event focused on midlife health and inclusion in Modesto. Held during Menopause Awareness Month in October, the event created space for open conversation around an often-overlooked aspect of workplace wellbeing.

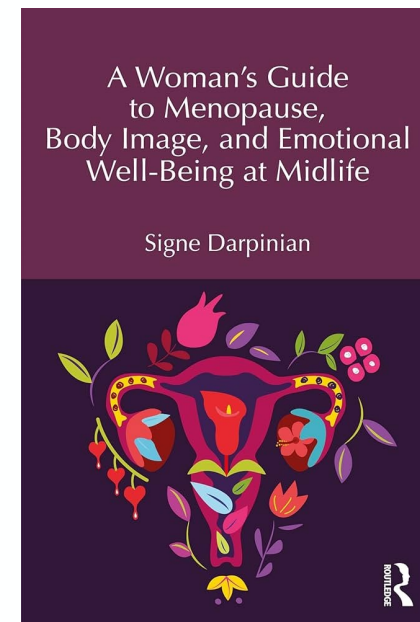
Signe Darpinian, a licensed marriage and family therapist and author specializing in menopause, mental health, and body image in midlife, led the event, discussing common symptoms, treatment options, and the physical and emotional changes of menopause that can affect employees at work.

Grounding the conversation in education and shared experience, the event helped

normalize menopause as a workplace health topic relevant to employee wellbeing and performance.

Through this initiative, GWN elevated awareness around menopause as a critical factor in retention, productivity, and multigenerational inclusion. Research shared during the session highlighted that when unsupported, menopause can contribute to absenteeism and disengagement, challenges that are largely preventable through education and flexibility.

By addressing menopause proactively, GWN supports employee wellbeing and strengthens a culture where women feel seen and supported through every stage of their careers.





Latino Association for Career Advancement & Social Advocacy

POSADA TOY DRIVE

LA CASA organized a Toy Drive in Modesto, collecting over 100 toys for the South Modesto Business Unit's Posada, a nine-day Mexican Christmas celebration. LA CASA members also helped assemble food bags and hand out gifts to children. The ERG's newest chapter, LA CASA Livingston, California, hosted its own toy drive for the first time.

DOGGY DAY OUT

Volunteers from LA CASA spent an afternoon walking, playing with, and socializing dogs at the Stanislaus County Animal Shelter, providing enrichment and companionship that supports animal well-being and adoption readiness. In addition to volunteer hours,

LA CASA donated funds toward food supplies to help the shelter continue its work, which relies heavily on community support.

WARRIOR WARDROBE CLOTHING DRIVE

Through its Warrior Wardrobe Clothing Drive, LA CASA partnered with California State University, Stanislaus to benefit a student population where over half identify as Latino and more than 65% are first-generation college students. LA CASA members collected more than 270 clothing items to ensure students were ready to enter the workplace with confidence, reinforcing LA CASA's mission to invest in the success of future leaders within the community.



Thank You

Thank you for taking the time to explore GALLO's ongoing commitment to sustainability. As a company with a foundation in strong values, we believe meaningful change is built through consistent action and small steps taken every day that add up to lasting impact. We hope this report has given you a deeper look at the initiatives, brands, and milestones that continue to shape our sustainability journey.

We remain energized by the progress we've achieved together. We are confident that the work we do today will help cultivate a more resilient and sustainable future for generations to come.

Julie Wallace | Sustainability Program Manager



WE ARE
GALLO®