

General

- Duckhorn released its third annual Responsibility and Sustainability Report in early 2024. In that publication, we announced our ESG Thesis— **to continue to conduct our business conscientiously, sustainably and with minimal impact to the earth.** This ESG Thesis guides our ESG goal-setting strategy as well as our sustainable business practices.
- Duckhorn formalized **nine specific sustainability goals for the company** which cover the key topics of supply chain emissions, renewable energy investments, water usage, biodiversity, gender parity, health and safety and community engagement. We will provide annual updates with respect to our achievement of these goals.

Planet

- For FY23, we **calculated Scope 1 and 2 Emissions for CA and expanded the calculation to include our WA operations.**
- We are **committed to harnessing energy efficiencies across our business operations.**
 - Energy use (kWh) per ton crushed at our Waterfowl Winery, our second largest production facility, has been trending downward for the past nine years, even as the tons of grapes processed at the facility has increased over the same period.
 - We have solar panels at several production facilities, with plans to expand to others in the future. Our new panels at Migration will **provide approximately 68% of the winery’s main production electricity needs.**
- In FY23 we reported **1,454 gallons of water withdrawn per ton of grapes crushed.**
 - FY23 was our first year gathering this data. This will serve as a baseline for our goal of reducing water withdrawn per ton of grapes crushed at our production facilities through investments in technology and implementation of critical SOPs.
 - Our annual vineyard audit revealed that **only 3% of our 32 Estate vineyards and only 18% of grower vineyards are located in regions of high or extremely high-water stress,** supporting our ability to reduce water use without impacting vine health and quality.
- Duckhorn employs high standards for product circularity, reporting for a second year that 100% of the cork, paper and cardboard packaging used in our Wholesale and DTC distribution is made from renewable materials. 100% of the glass, paper, tin, cardboard and even ice pack padding we use can be recycled or composted. This aligns with our goal to decrease our product footprint in our supply chain.
- Maintaining the biodiversity of our soil is integral to the health and longevity of our vineyards and, as a result, to our success as a business. Our viticulture team constantly trials innovative technologies and processes to increase the biodiversity of our land.
- **Relevant Certifications:**
 - Waterfowl Winery certified ISO 14001
 - Vineyard Certifications held at Estate Vineyards: Fish Friendly Farming, California Certified Organic Farming, Sustainability in Practice and California Sustainable Winegrowing Alliance, Sustainable WA.

People

- In FY23, we launched the **inaugural Margaret Duckhorn Excellence Award** as a way for our organization to honor our beloved co-founder while also recognizing employees who embody her ideals of Courageous Leadership, Stewardship and Philanthropy, Graciousness and Devotion.
- Duckhorn has a competitive benefits package, highlighting our commitment to our employees and ensuring the best employees stay with us. Our data supports this – our second largest production facility, **Waterfowl Winery, boasted a 100% retention rate in FY23** and, as of the end of FY23, **30% of employees had been at the company for five years or more,** up 3% since last year.
- Duckhorn invests in employee career growth, with **eligible employees allotted \$3,500 to use as tuition reimbursement** each fiscal year for job-specific training and related opportunities.
- We value the health and safety of our employees, which is why we are proud that our investments in this area continue to pay dividends, with our Total Recordable Incident Rate trending downwards for the past three years.
- Over the past three years, **the Duckhorn Portfolio Founders Fund (DPFF) has granted over \$400K to nine local organizations** serving youth support/education. Our volunteer time off program has also given back to these and other organizations in our local community, which we hope to level-up in the year to come.

Business

- **Approximately 38% of our workforce identifies as an ethnic minority;** accordingly, we post **all major company communications in Spanish and English** to ensure that all employees are kept abreast of important developments and can avail themselves of all applicable opportunities.
- Duckhorn is proud of gender parity in leadership positions; **in FY23 we reported that 52% of leadership positions were held by women.** Female representation in leadership has generally remained at or above 50% in past years.
- In addition to the strong representation of women in company leadership, we are proud that **approximately 18% of our leadership positions are held by ethnic minorities.** We are committed to further working to increase diversity in company leadership.
- We conduct a quarterly assessment of our most salient enterprise risks with management to ensure employees are actively engaged in risk management. This assessment is also presented to the Audit Committee so they may best fulfill their risk oversight duties.

**A full and complete performance data table showcasing our FY23 data and relevant KPIs can be found in the Appendix of our FY23 Responsibility and Sustainability Report.*