

GIORGIO ARMANI

ARMANI / VALUES

Sustainability is not an easy goal but a path to be followed with perseverance and determination to make a real change and achieve lasting results.

THE ARMANI GROUP IN 2023



9,077
EMPLOYEES WORLDWIDE

2,035 Americas
2,263 Asia-Pacific
1,157 Europe
3,304 Italy
178 Australia
140 Middle East



27 COUNTRIES
5 CONTINENTS



SUSTAINABILITY GOVERNANCE

2019-2030 Sustainability Plan
12 meetings of the Strategic Sustainability Committee and 3 meetings with members of the Board of Directors



€ 2,445 mn
IN REVENUE

€ 2,478 mn
ECONOMIC VALUE GENERATED

OUR VALUES



Integrity and sharing



Responsibility towards the community



Personnel policy



Team spirit



Trust



Transparency and completeness of information



Protection and promotion of diversity



Protection and respect for the environment

THE PILLARS OF OUR COMMITMENT

OUR 2023 RESULTS

2019-2030 MACRO-OBJECTIVES



PEOPLE

EMPLOYEES

62% women
50% women executives and managers

TRAINING

+30%
vs 2022

HUMAN CAPITAL DEVELOPMENT

62% of employees received performance evaluations

- Diversity, Equity and Inclusion
- Women's Empowerment
- Welfare
- Health and Safety
- Training
- Human Capital Development
- Talent attraction



PLANET

EMISSIONS¹

-57%
Emissions from offices, stores, and GAO vs 2019
-20%
Emissions from supply chain and transportation vs 2019

PACKAGING²

85% plastic-free B2C and B2B packaging
47% recycled or plant-based plastic

ELECTRICITY FROM RENEWABLE SOURCES

76% at global level
100% in Italy, Switzerland, Spain, Portugal, Canada, USA, Mexico, Brazil, China, Hong Kong SAR, Macau SAR, Malaysia, and Singapore

SUSTAINABLE MOBILITY SURVEY

5,018 employees involved
72% response rate

- Greenhouse gas emissions reduction
- Electricity from renewable sources
- Eco-design and waste reduction
- Water reduction
- Biodiversity and ocean protection
- Sustainable packaging
- Paper and plastic reduction



PROSPERITY

CERTIFICATIONS AND PROJECTS

Sustainable ISO 20121³ and ISO 14067⁴ certified **events**
Launch of **Apulia Regenerative Cotton Project**

SUPPLY CHAIN

638 sustainability audits on suppliers and subcontractors from 2019 to 2023 (of which 172 in 2023)

MAIN ORGANISATIONS SUPPORTED

Acqua for Life, Cooperativa Alice, Fondazione Humanitas, Fondazione Umberto Veronesi, Horizon Foundation, Obiettivo3, Opera San Francesco, Save the Children, Teatro alla Scala, UNICEF

- Sustainable raw materials
- Raw material traceability
- Responsible supply chain
- Transparency towards the client
- Product quality and safety
- Digital Product Passport
- Community support

1. Targets: 50% reduction of greenhouse gas emissions from offices, stores, and GAO by 2030, as compared to 2019, and use of 100% electricity from renewable sources for all Group sites and stores by 2030; 42% reduction of emissions from supply chain and transportation by 2029, as compared to 2019.
2. Targets: elimination of problematic or unnecessary plastic from packaging and purchase of 100% recycled plastic for at least 50% of plastic packaging: B2C by 2025 and B2B by 2030.
3. Management standard for the sustainable organisation of events.
4. Standard for quantifying CO₂ emissions generated throughout the life cycle of a product or service.



Report subjected to assurance by Independent Auditors



2023 SUSTAINABILITY REPORT
armanivalues.com