ARMANI / VALUES

The mark I hope to leave is one of commitment, respect and genuine care for people and for reality. That's where everything truly begins.

Sjorin Chman

THE ARMANI GROUP IN 2024

9,100 **EMPLOYEES WORLDWIDE**

2,018 Americas 2,268 Asia-Pacific 168 Australia 1,105 Europe 3,374 Italy

167 Middle East

5 CONTINENTS

28 COUNTRIES



SUSTAINABILITY GOVERNANCE

2019-2030 Sustainability Plan 12 meetings of SSC¹ and 3 with Board of Directors

ESG risk and opportunity analysis and financial materiality



€ 2,297 mn **IN REVENUE**

€ 2,332 mn **ECONOMIC VALUE GENERATED**



Integrity and sharing

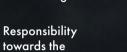
community

Personnel

policy

Team

spirit



OUR VALUES

Trust



Transparency and completeness of information



Protection and promotion of diversity



Protection and respect for the

environment

THE PILLARS OF OUR COMMITMENT

OUR 2024 RESULTS

2019-2030 **MACRO-OBJECTIVES**



PEOPLE

EMPLOYEES



62% women 51% women executives and managers

TRAINING



+20% vs 2023

HUMAN CAPITAL DEVELOPMENT



√ 65% of employees received performance evaluations

Diversity, equity and inclusion Women's empowerment Welfare Health and safety Training Human capital development Talent attraction



PLANET

EMISSIONS²

-64% Emissions from offices, stores, and GAO vs 2019

Emissions from supply chain and transportation of goods vs 2019

ELECTRICITY FROM RENEWABLE SOURCES

84% at global level



In Italy, Spain, Portugal, Switzerland, UK, Ireland, Germany, Austria, France, Belgium, the Netherlands, USA, Canada, Mexico, Brazil, China, Hong Kong SAR, Macau SAR, Malaysia, and Singapore

2

Greenhouse gas emissions reduction Energy from renewable sources Eco-design and waste reduction Water reduction Biodiversity and ocean protection Recycled and certified packaging Paper and plastic reduction

PACKAGING³



89% plastic-free B2C and B2B packaging

54% recycled or plant-based plastic

SUSTAINABLE MOBILITY SURVEY



7,289 employees involved **52%** response rate

PROSPERITY

CERTIFICATIONS AND PROJECTS



 $ISO 20121^4$ and $ISO 14067^5$ certified events

Apulia Regenerative Cotton Project

MAIN ORGANISATIONS SUPPORTED



Acqua for Life, Comunità di Sant'Egidio, Convivio per ANLAIDS, Ethicarei, Fondazione Humanitas, Fondazione Veronesi, MAXXI, Obiettivo3, Opera San Francesco, Save the Children, Teatro alla Scala, World Monuments Fund

> Forestami (Milano Green Circle 90/91) One Ocean Foundation



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

SUPPLY CHAIN



609 sustainability audits on suppliers and subcontractors from 2022 to 2024 (of which **310** in 2024)

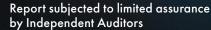
Sustainability Strategic Committee.

Targets: 50% reduction of greenhouse gas emissions from offices, stores, and GAO by 2030, as compared to 2019, and use of 100% energy from renewable sources for

all Group sites and stores by 2030; 42% reduction of emissions from supply chain and transportation of goods by 2029, as compared to 2019.
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

4. Management standard for the sustainable organisation of events. Standard for quantifying CO₂ emissions generated throughout the life cycle of a product or service.







2024 SUSTAINABILITY REPORT armanivalues.com