

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.

Giorgio Armani

THE ARMANI GROUP IN 2024

OUR VALUES



9,100
EMPLOYEES WORLDWIDE

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



28 COUNTRIES
5 CONTINENTS



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



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 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



PLANET

EMISSIONS²



-64%
Emissions from offices, stores, and GAO vs 2019
-26%
Emissions from supply chain and transportation of goods vs 2019

PACKAGING³



89% plastic-free B2C and B2B packaging
54% recycled or plant-based plastic

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

SUSTAINABLE MOBILITY SURVEY



7,289 employees involved
52% response rate



PROSPERITY

CERTIFICATIONS AND PROJECTS



ISO 20121⁴ and ISO 14067⁵ certified events
Apulia Regenerative Cotton Project

SUPPLY CHAIN



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

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



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



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



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

1. Sustainability Strategic Committee.
2. 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.
3. 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.
4. Management standard for the sustainable organisation of events.
5. Standard for quantifying CO₂ emissions generated throughout the life cycle of a product or service.



**Report subjected to limited assurance
by Independent Auditors**



2024 SUSTAINABILITY REPORT
armanivalues.com