

GIORGIO ARMANI

Diversity, Equity and Inclusion Policy

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DEVELOPED BY: direzione risorse umane

REVISED BY: funzione sostenibilità e funzione compliance

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"Skin color, ethnicity, social class and age, not to mention sexual, political and religious orientation do not make, nor have they ever made, any difference to me. The commitment to act with absolutely no discrimination in hiring and career advancement is a deeply rooted value in the Armani Group. Diversity is a resource to be cultivated; inclusion is a moral and professional duty. We do not tolerate discrimination because what I am seeking is talent, across every area, and talent without diversity cannot be true talent. I consider all of my employees, in Italy and abroad, to be a family that I need to care for, whether they work at the offices of the various branches or are part of the sales force in the store. I respect everyone equally."

A handwritten signature in black ink, reading "Giorgio Armani". The signature is fluid and cursive, with a long, sweeping line extending from the end of the name.

Goal

The Armani Group has been committed to Sustainability for many years now: People, Planet and Prosperity are the key concepts representing this commitment today. Sustainability inspires and supports business decisions, and at the very heart of this process are the Armani Group's people – encompassing employees and beyond. Sustainability serves as a guide to ensure that economic growth targets consider the impacts of the Group's business on the social sphere and the environment.

It would be impossible to meet growth targets without people, who are the real driving force behind the development of the Armani Group. This is why the Group is committed to promoting diversity, preventing discrimination and fostering a supportive and inclusive work environment for all. This is also why the indispensable values of fairness, inclusion and respect guide our recruitment and selection practices, terms and conditions of employment – including salaries and benefits – promotions, training, transfers, disciplinary procedures and termination of employment. The commitment to diversity, equity and inclusion also permeates all the company's activities, internally as well as with end customers, wholesale customers, suppliers, sub-suppliers and all external stakeholders of the Armani Group.

Target audience and scope

This Policy applies to employees, corporate bodies and collaborators acting in the name and on behalf of Armani Group companies.

This policy is for guidance only and does not form part of any contract of employment and may be amended from time to time.

The Armani Group's responsibility and commitment

Everyone will be considered equally and with dignity, regardless of employment classification and irrespective of the following characteristics (or any other characteristics protected by law but not necessarily identified herein):

Age: we protect all age groups. We treat everyone fairly and focus on people's ability to fulfil their role;

Physical characteristics and health status: we respect everyone's physical appearance and condition and health status, be it permanent or temporary;

Gender: we guarantee the same rights and duties for both men and women. This protection is extended to all gender identities anywhere on the spectrum between male and female, like, by way of example only, non-binary and transgender;

Love and sexual orientation: we protect people of all orientations, like, by way of example only, heterosexual, homosexual, bisexual, asexual, pan/polysexual and demisexual people, from discrimination. We support an inclusive environment where everyone can be themselves in the workplace, including those who wish to defend their right to privacy and maintain confidentiality;

Ethnicity and culture: we promote a multicultural environment and value ethnic, national and cultural differences;

Disability: we support people with physical or mental disabilities by taking the necessary measures to allow everyone to work;

Marriage and civil union: we recognize the rights of people who are married or in other forms of union recognized by law: the benefits available to employees who have a spouse are also offered to civil partners;

Pregnancy, motherhood, fatherhood, adoption and caregiving: we support parenthood in all its various forms and all families. We support women during pregnancy, we guarantee maternity leave and we facilitate their return to work afterwards. This also applies to adoption and paternity leave. We also support employees who need to care for a family member in need who requires care;

Religion and faith: we defend and regard equally both those who profess a religion and belief system and those who profess no religion. We support our employees with respect to their religion or faith;

Political, union or cultural affiliation: we protect the freedom of association and the freedom of people to participate in civic life in the peaceful and lawful ways they see fit. We encourage employees to join professional associations that can enhance the quality of their work.

Application and consequences

The application of this policy is everyone's responsibility, and every employee is required to:

- respect the dignity and diversity of all individuals;
- create an inclusive environment free from discrimination, harassment, and bullying;
- increase their awareness of potential unconscious biases and how these might hinder the ability to be more inclusive and collaborative with one another.

Furthermore, those in leadership roles within the organization must commit to creating diverse work groups that reflect the company's values and ensure that their team's decisions are free from discrimination.

In order to ensure the establishment of an inclusive and supportive environment, **no conduct intended to discriminate against people** on the basis of: age, physical characteristics (e.g., facial features, height, weight) and health status, gender, sexual orientation, ethnicity, disability, marriage or civil union, parenthood or caregiving role, religion or faith, political, union or cultural affiliation, or any other characteristic protected under law **will be tolerated**. Violations of the Policy may lead to **disciplinary sanctions** or **measures** proportionate to the severity of the conduct. We encourage anyone who experiences or witnesses discriminatory behavior, conduct inconsistent with our corporate values, or harassment to report it through the whistleblowing system, accessible from the Armanivalues.com website, or to the corporate Head of Diversity, Equity & Inclusion.

The Giorgio Armani Group takes accusations of discrimination, harassment, and bullying seriously and ensures that they are properly investigated, protecting and maintaining the source of the report confidential.

For more information on the Armani Group commitment to non-discrimination, we refer our employees to local handbook policy section.