ARMANI / VALUES

2025

The future is built day by day, looking ahead with energy and optimism.
It is built on tradition and one's own history, without being anchored to the past.
In my view, the future shouldn't be planned, it should be made possible.

Giorgio Armani

28 COUNTRIES, 4 CONTINENTS

8,790 EMPLOYEES WORLDWIDE

1,854 Americas
2,203 Asia-Pacific
176 Australia
1,053 Europe
3,358 Italy
146 Middle East

SUSTAINABILITY GOVERNANCE

2019-2030 Sustainability Plan

Monthly CSS[1] meetings and quarterly meetings with the Board of Directors and the Chairman

New Code of Ethics and our values: integrity, excellence, responsibility, essentiality

The Founding Principles of the Giorgio Armani Foundation

€2,192 million
REVENUE

€2,213 million
ECONOMIC VALUE GENERATED

THE PILLARS OF OUR COMMITMENT	OUR RESULTS		MACRO-OBJECTIVES 2019-2030
PEOPLE	**EMPLOYEES** **61%** women **51%** female executives and managers **TRAINING** DE&I and sustainability training hours more than doubled vs 2024	**DIVERSITY, EQUITY AND INCLUSION (DE&I)** DE&I Policy Gender Equality Certification (UNI PdR 125:2022) Introduction of the 'other' gender option alongside 'men' and 'women' Establishment of the Steering Committee for Gender Equality and Inclusion	Diversity, Equity and Inclusion Women's Empowerment Welfare Health and Safety Training Human Capital Development Talent attraction and retention
PLANET	**EMISSIONS[2]** **-63%** Emissions from offices, stores and GAO vs 2019 **-31%** Emissions from the supply chain and transportation of goods vs 2019 **PACKAGING[3]** **99%** of B2C and **78%** of B2B packaging plastic-free **83%** of B2C packaging and **89%** of B2B packaging recycled	**ELECTRICITY FROM RENEWABLE SOURCES** **85%** of global consumption across 25 countries **BIODIVERSITY PROTECTION** Forestami (Milano Green Circle 90/91) One Ocean Foundation (Blue Forest and Il mare inizia da qui) **SUSTAINABLE MOBILITY SURVEY** **6,643** employees involved **63%** response rate (+11% vs 2024)	Atmospheric emissions reduction Energy from renewable sources Waste reduction and eco-design Water consumption efficiency Biodiversity and ocean protection Recycled and certified packaging Paper and plastic reduction
PROSPERITY	**CERTIFICATIONS AND PROJECTS** ISO 20121[4] certified events, including the fashion show at the Pinacoteca di Brera Apulia Regenerative Cotton Project: production and sale of Regenagri-certified Giorgio Armani T-shirts[5] **SUPPLY CHAIN** **1,274** sustainability audits conducted across suppliers and subcontractors between 2019 and 2025 (326 in 2025) Risk-based due diligence and governance model for supply chain assessment Launch of a platform for traceability, risk and sustainability audit management Sustainability training for suppliers	**COMMUNITY RELATIONS** • **COMBATING POVERTY AND SOCIAL INEQUALITY** Acqua for Life Casa Mariù with Caritas Ambrosiana Opera San Francesco per i Poveri Save the Children UNICEF Italy • **SOCIAL IMPACT PROJECTS** Ethicarei Manufacturing District • **MEDICAL AND SCIENTIFIC RESEARCH** Fondazione Humanitas Fondazione Umberto Veronesi • **CULTURE** Armani/Archivio Armani/Silos Fondazione Teatro alla Scala World Monuments Fund • **DIVERSITY, EQUITY AND INCLUSION** Obiettivo3 Una Nessuna Centomila UN Women Italy	Increased use of '*preferred*' raw materials[6] Raw material traceability Responsible supply chain Customer transparency Safe and high-quality products Innovation Community support

1. Strategic Sustainability Committee
2. Target: reduce emissions from sites, stores and GAO by 50% compared with 2019 levels by 2030, and use 100% energy from renewable sources for all the Group's sites by 2030; reduce emissions from the supply chain and transportation of goods by 42% compared with 2019 by 2029.
3. Target: eliminate problematic or unnecessary packaging and purchase 100% recycled plastic for at least 50% of plastic packaging: B2C by 2025 and B2B by 2030.
4. Management standards for the sustainable organisation of events.
5. International initiative that certifies the content of products grown using regenerative methods, ensuring soil health, efficient water use and the protection of biodiversity.
6. According to Textile Exchange's definition, a fibre or raw material is classified as '*preferred*' if it delivers consistently reduced impacts and greater benefits for climate, nature, and people compared to the conventional equivalent.

Report subjected to limited assurance by Independent Auditors

2025 SUSTAINABILITY REPORT
armanivalues.com