

ARAMIS

URBAN

2024

REPORT

SUSTAINABILITY



# ARAMIS

<b>DNA</b>			
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# DNA

INTRODUCTION

# 01 ABOUT THIS REPORT

GRI 2-3

Committed to the journey towards transparency, we present the fourth edition of the **Aramis Inc.** Annual Sustainability Report, which shares investments, activities, results and environmental and social impacts.

The period covered by this report is from January<sup>1</sup> to December 31, 2024, following an annual periodicity aligned with the organization's financial closing. The data presented covers *Vanguard Confecções Importadas SA* (VCI), whose trade name is **Aramis Inc.**, including the Aramis brands and Urban.

In 2024, the constant path towards evolution to strengthen the sustainability pillar continued to advance in the company's business, which is aligned with the principles of socio-environmental responsibility. With innovation and technology, we have established ourselves as an inspiring, elegant and technological lifestyle brand for men.

**Strategic view of a company that knows that style, management and sustainability go hand in hand.**

Following the latest guidelines from the Global Reporting Initiative (GRI), this report is based on the **Aramis Inc.** materiality matrix – in line with the company's strategy, which is supported by the Environmental, Social and Governance (ESG) agenda and the demands from society, the fashion industry and its production chain.

To prepare this report, interviews were conducted with the corporation's top management, consisting of the CEO, CFO and board of directors. As chair of the Board of Directors, the CEO is responsible for validating material topics, reviewing and approving the information presented. For this process to be effective, cycles of reviews, suggestions and identification of opportunities for improvement are carried out, with subsequent reporting to the Board of Directors. **GRI 2-14**

For more information or suggestions about the content presented, send an email to [sustentabilidade@aramisinc.com.br](mailto:sustentabilidade@aramisinc.com.br).



## 02 MATERIAL TOPICS

GRI 3-1

**In 2024, a new material topics process was carried out by Aramis Inc. with the aim of identifying the issues that may affect the company's value generation, as well as the impacts caused by its activities.**

Conducted in accordance with the guidelines of the Global Reporting Initiative (GRI) and the IFRS sustainability disclosure standards (IFRS S1 and S2), the dual materiality process allowed the identification and prioritization of the most relevant topics for the business, considering both the effects of activities on the environment and society and the risks and opportunities that these factors represent for the financial sustainability of the corporation.

In the document analysis, the company's strategic documents were reviewed, as well as industry references present in documents such as the Fashion Transparency Index, the 2023 S&P Global Corporate Sustainability Assessment, and the MSCI ESG Industry Materiality Map, in addition to including aspects of the 2024 Global Risks Report (World Economic Forum), the Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB) standards.

The impacts, risks and opportunities raised in the first stage, considering their criticality and probability of occurrence as prioritization criteria, were evaluated and expanded in 14 individual interviews with executives from **Aramis Inc.**, representatives of sector entities and the company's suppliers.

To test the topics and capture any gaps left by the previous stages, an online questionnaire was prepared, which received 106 answers from shareholders/investors/financiers, employees, organizations/industry experts, customers, suppliers, franchises and multi-brands. The themes resulting from the process were analyzed, prioritized and validated by top management at **Aramis Inc.**

### ARAMIS MATERIAL TOPICS PROCESS:

#### 01

**Document analysis to identify relevant topics;**

#### 02

**In-depth interviews with selected executives and stakeholders ;**

#### 03

**Online questionnaire to test the identified themes;**

#### 04

**Validation by top management of the organization's priority topics.**

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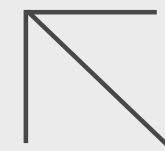
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In relation to the previous material topics process, two new themes gained greater relevance in this cycle: “Privacy and data security” addresses concerns about sensitive data and business operational security; “Climate change and resilience” highlights the growing importance that this topic has presented in the business environment. Furthermore, two themes present in the previous materiality had their impact reassessed: “Occupational health and safety” was integrated into the theme “Human capital development” to contemplate the importance of mental health in employee management; and “Customer relationships”, brought up in this cycle in the topic “Sustainable relationships”, was incorporated into the theme “Ethics and transparency”.

### GRI 3-2 MATERIAL TOPICS

1. Value chain management
2. Data privacy and security
3. Human capital development
4. Ethics and transparency
5. Climate change and resilience
6. Innovation and technology
7. More sustainable products



**Therefore, in this report, Aramis Inc.’s information is aligned with the new material topics, reinforcing the relevance of the topics as strategic drivers and transforming them into insights to establish goals aligned with the sustainable future that the company seeks to build.**

## MESSAGE FROM THE CEO

GRI 2-22

# MEN'S FASHION REVOLUTION IN BRAZIL



The year 2024 was a period of transformation and consolidation for the company. We strengthened our governance, expanded our horizons and reinforced our commitment to sustainability. With a clear vision and well-defined values, we continue to evolve to ensure the longevity of the business, without losing the essence that makes us unique.

From the beginning, we believed that quick learning and adaptation is a competitive advantage. This thought was present in every decision made in 2024. We reformulated corporate governance, structured a leadership team aligned with the company's future, and promoted the evolution of our brand platform. We also managed to maintain significant growth, reaching 15.6% of EBITDA (Earnings Before Interest, Taxes,

Depreciation and Amortization – a financial indicator that measures the company's ability to generate operating cash).

To achieve this, we are implementing a robust growth strategy, which involves restructuring the company to improve governance and efficiency, as well as clearly separating the Aramis group from its individual brands. We are expanding our portfolio with the launch of the children's brand and creating a specific business unit for Urban, which will allow for more focused and strategic action.

Technological innovation plays a central role in our strategy and is an essential pillar of our growth, with the implementation of artificial intelligence for the automation of complex tasks and route planning,

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bringing more intelligence and precision to our operations. We strengthened our data architecture to enhance the customer experience and personalize our interactions. We invested in the digitalization and expansion of our brands, including the construction of a new store concept and the expansion of our market capillarity – consolidating the brand’s leverage and its recognition among new audiences.

Our focus is on the future, seeking opportunities that will allow us to scale new businesses and strengthen our national and international presence. At the same time, we are increasing the capacity of our Distribution Center, investing in new equipment and process optimization to ensure greater agility and operational efficiency.

Furthermore, we reinforced our commitment to ESG and our engagement with this pillar of sustainability was strengthened. We promote greater visibility of this agenda within the company and integrate it into the organizational culture, with the expectation of fostering this approach from 2025 onwards. We have adopted a new platform for CPF and CNPJ searches, ensuring greater security in negotiations and contracts, reflecting our commitment to transparency and responsible governance.

**“More than financial growth, we want to build a solid and significant business.”**

Richard Stad | CEO

We are advancing our environmental agenda, increasing the consumption of organic cotton and getting closer to our suppliers to promote good practices, because we understand our responsibility as agents of change. It is not just about meeting regulatory standards, but about leading the transformation of the sector, acting with transparency and responsibility.

More than financial growth, we want to build a solid and meaningful business. Our organizational culture is based on integrity, collaboration and authenticity. We believe that a company’s success is directly linked to its ability to inspire and engage people – whether they are employees, partners or customers. Our role as leaders is to ensure that these values are preserved and passed on to future generations.

We look to 2025 with enthusiasm and determination. We will continue to invest in quality, sustainability and innovation, ensuring that our growth trajectory is always aligned with the principles that brought us here.

I thank everyone who is part of this journey and I invite each of you to follow us on this mission to transform and evolve, always with responsibility and passion for what we do.

I hope you enjoy reading this report, which was prepared with commitment and transparency, highlighting real initiatives on our journey that combines performance, humanization and sustainability. Happy reading!


# 03 2024 HIGHLIGHTS




**R\$ 67  
MILLION**  
net profit




**3.2  
MILLION**  
piece sold



**R\$ 86  
MILLION**  
of Ebitda



**566  
THOUSAND**  
active customers



**17%**  
growth in net income  
when compared to  
fiscal year 2023



**27%**  
e-commerce  
sales growth




Expansion across all  
channels: own stores,  
outlets, e-commerce,  
multi-brands and  
franchises

ABF (Brazilian  
Franchising Association)  
Seal of Excellence  
in Franchising

# 04 AWARDS AND CERTIFICATIONS

**In 2024, Aramis Inc. achieved important recognitions, demonstrating its commitment to sustainability and excellence in internal practices and customer services.**

## 1<sup>ST</sup> PLACE AS DATA-DRIVEN COMPANY



Aramis won the *2024 Brazil Reference in Data Award* in the *Data-Driven Company* category, which recognizes companies that stand out in the use of data in

their strategies. The recognition happened because **Aramis Inc.** invests in technology to build a robust data intelligence strategy, adding value for customers and partners. Using Artificial Intelligence (AI) platforms, the company turns data into insights to boost business and increasingly improve the customer experience.

## 3 STARS IN THE BEST FRANCHISES IN BRAZIL



**Aramis Inc.** was among the main franchising companies that achieved a three-star rating in *The Best Franchises in Brazil* award, organized in a guide by *Pequenas Empresas & Grandes Negócios* magazine. The evaluation was made based on a survey with an exclusive methodology applied by *Serasa Experian*, with the highest rating being five stars. The publication is an important source of research for those looking to invest in the franchise sector in Brazil.

## TOP 50 HR EXECUTIVES

Eliane Pellegrin, Director of People, Culture & Organization at **Aramis Inc.**, was announced as one of the TOP 50 outstanding Human Resources executives in 2024 at the *7th Experience – People & Health Executive Summit*, a program that recognizes the performance of the best human resources leaders in the year. Eliane has been working in Organizational Transformation at the company, focusing on people, culture and innovation.

## TOP 50 AI EXECUTIVES

William Spinola, Head of Technology at **Aramis Inc.**, was announced as one of the TOP 50 outstanding executives of the year 2024 in Artificial Intelligence Implementations at the *7th Experience – AI Executive Summit 2024* showcase. The initiative recognizes and honors the leaders who generate the greatest impact in their companies through the innovative use of AI.

#### 4 STARS IN THE MOL GUIDE TO SOCIAL PRODUCTS

The company received four stars from the *MOL Guide 2024* for its seasonal product Aramis Blue November T-Shirt, with a good score in the evaluation of the presentation, proposal and impact criteria. Produced by MOL Impacto, a corporation that works in the area of social responsibility, the Guide is a publication that analyzes products that donate part of their profits to social and environmental causes. With the profit from the sale of the t-shirt, **Aramis Inc.** donated R\$149,833.00 to the *Lado a Lado Institute*. This was the brand's first social product, and the initiative was essential to disseminating the campaign's key messages to employees and customers.

#### RECLAME AQUI AWARD: FASHION AND APPAREL – RETAIL

In 2024, the company stood out at the Reclame Aqui Awards in the Fashion and Clothing – Retail category, achieving a prominent position in recognition of its excellence in customer service and commitment to the quality of the products and services offered. The classification reflects the continuous effort to maintain high standards of satisfaction, in addition to reinforcing its reputation in the market, consolidating the trust of its consumers. The company's performance was analyzed based on criteria such as volume of services, problem resolutions and positive feedback, with a commitment to promoting a positive and efficient shopping experience.





# LIFE STYLE

IDENTITY AND PURPOSE

# 01 PROFILE

GRI 2-1, GRI 2-6



With 30 years of history that will be celebrated in 2025, **Aramis Inc.** (*VCI Vanguard Confecções Importadas SA*) was created in 1995. It is a privately held, joint stock company, controlled by 2bCapital (30.43%), NCPAr (17.39%), Henri Stad (27.17%) and Richard Stad (25.01%). It is present in 100% of Brazil's capitals and is headquartered in the city of São Paulo.

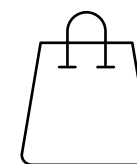
Since its inception, it has operated in the premium menswear segment. The company is present in 100% of Brazil's capital cities. A store was opened in Shopping Iguatemi, in São Paulo, as a brand with high quality products, by French businessman Henri Stad.

**A company with a strong identity that promotes conscious choices.**

The sales model is guided by the omnichannel concept, operating with its own stores, franchises, multi-brands and e-commerce.

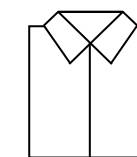
Physical retail sales are carried out in 49 of our own stores, located in strategic points of sale and close to large consumer centers. Among them, there are ten outlet stores. In the franchise network, the company has 78 stores.

Also, there is a network of more than 1,200 multi-brand stores that also sell Aramis and Urban products. Sales to multi-brand customers are made through the Distribution Center, located in Serra (ES), where the virtual store is also located. The company also has an office in the capital of São Paulo.



**49**  
Own stores

**78**  
Franchises



**1,200**  
multi-brand stores that sell Aramis and Urban

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# TIMELINE

1995

**Opening** at Shopping Iguatemi by Henri Stad.

1998

**First showroom** in Sao Paulo.

2003

**Opening of stores** in several Brazilian states.

2014

Richard Stad becomes CEO of the company. Aramis receives **funding from the 2B Capital investment fund** for innovation.

2017

The brand launches its e-commerce. Inauguration of the **distribution center** in Serra, Espírito Santo.

2020

**Aramis Inc.** launches **products with antiviral technology** – which protects wearers from viruses and bacteria. Visual identity is renewed.

2022

**Creation of Urban**, focused on the sports and smart wear segment. **Featured in the Fashion Transparency Index**, with a score of 42%, 25% above the overall industry average and 15 percentage points above the previous year.

2023

In the Fashion Transparency Index, **Aramis Inc.** ranks among the **top ten scores of the year**, reaching 57% of the score and 35% of the general average. Opening of **three Urban stores, 12 corners in Aramis' own stores and distribution of its products in 138 multi-brand stores.**

2024

Consolidation of **improvements made to the distribution center.** **Investments** in innovation and new businesses. Opening of a store with **a fitting room that uses generative Artificial Intelligence.**

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# 02 CLIENT AT THE CENTER



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IDENTITY AND PURPOSE

## TRANSFORMATION FOCUSED ON CUSTOMER EXPERIENCES AND INNOVATIONS



Through its consistent history of staying alert to market demands, **Aramis Inc.** has remained true to its initial purpose of being the leader in men's lifestyle. It is a traditional brand recognized by fashion retailers that unites the diversity of contemporary men's styles.

Aramis Inc. products follow trends from fashion editorials to men's style experience; from pieces and collections to personalities, real life; from product-driven communication to brand positioning.



Brand driven by  
**PRODUCT**

Brand driven towards  
**CONSUMER**

**TRENDS**  
fashion editorials

**EXPERIENCE**  
in men's style

Store that offers  
**PIECES AND  
COLLECTIONS**

Brand that offers  
**PERSONALITY**  
in real life

Communication  
guided by  
**BRANDED**

Communication  
guided by  
**POSITIONING**  
product

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## 03 MISSION

### To be the #1 lifestyle destination for men

We are made of choices and projects. Of attitude and authentic affection.

We are the vital energy that accompanies your next step, that activates movement. The driving force for you to go further. Go up, go forward. Go much further. We believe in those who give meaning to everything they do. Leave a signature, weave a legacy. And this is how we are. Real people of a new era, building new narratives, always pursuing our truth.

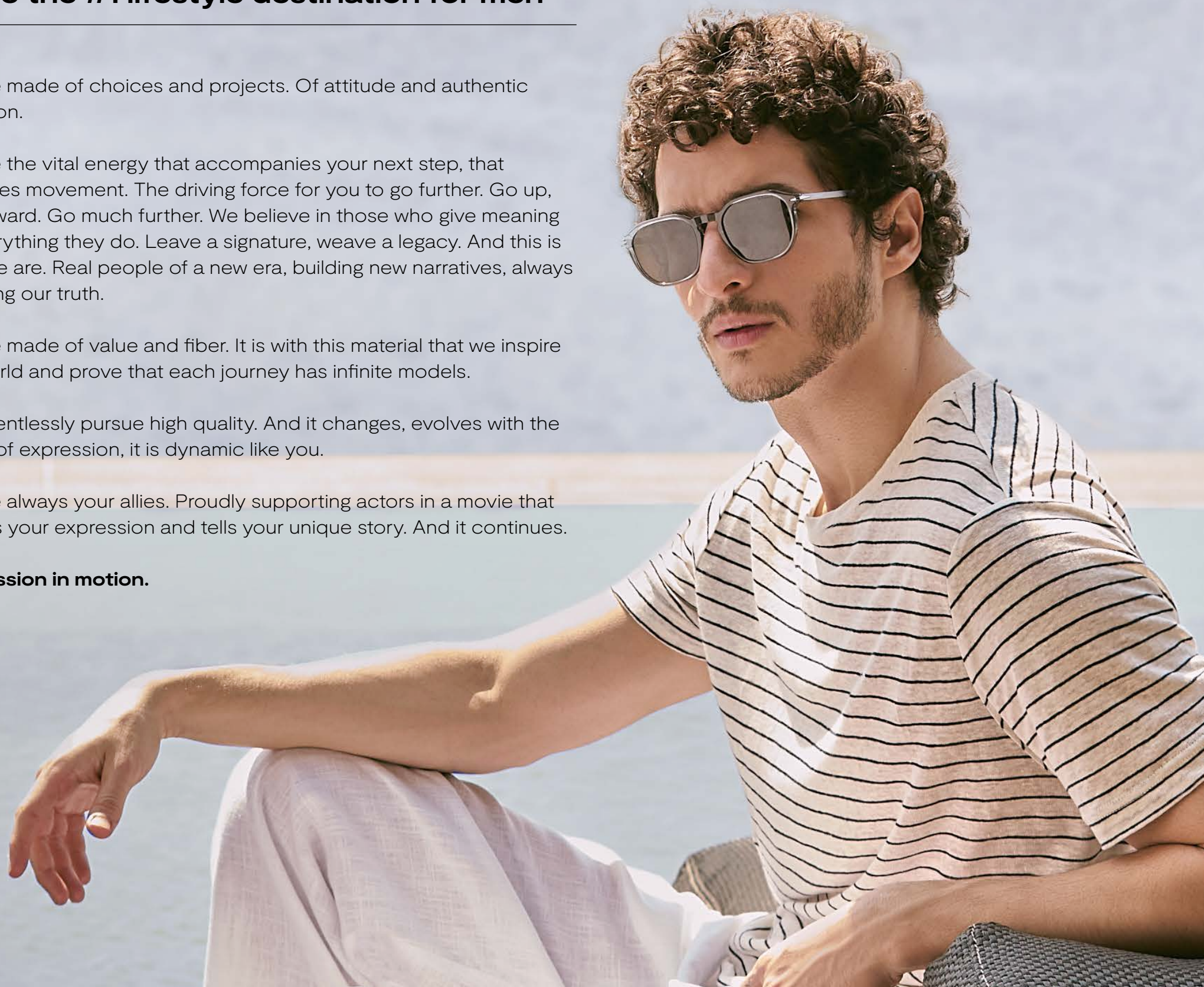
We are made of value and fiber. It is with this material that we inspire the world and prove that each journey has infinite models.

We relentlessly pursue high quality. And it changes, evolves with the forms of expression, it is dynamic like you.

We are always your allies. Proudly supporting actors in a movie that reveals your expression and tells your unique story. And it continues.

**Expression in motion.**

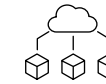
**To cater to contemporary men at all times in their lives, whether at home, at work or during leisure time, with exceptional quality products for consumers who are eager for style and comfort.**



# 04 BUSINESS STRUCTURE

**The company owns the Aramis and Urban brands, which express the attitude of its consumers. Aramis – a contemporary, complete brand – promotes trust, authenticity, connection and innovation. Urban – dynamic and technological – conveys freedom, flexibility and functionality.**

## LOGISTICS



Logistics is a strategic pillar of the company. The company stands out in the market due to its ability to distribute products throughout the national territory. Present in all capitals of Brazil, its products are sold through different channels, such as e-commerce, website, marketplaces, own stores, franchises and multi-brand stores. All have been efficiently integrated into an omnichannel strategy, which ensures creation, production ordering, marketing and responsible distribution.

With the company's significant growth, logistical challenges became increasingly complex. In 2022, the structuring of the operation began, with the definition of positions, training and process mapping. During 2023, the company focused on structuring more robust operations, with the aim of ensuring sustainable, agile and efficient growth, while reducing the costs and socio-environmental impacts of its activities. In that same year, the Logistics and Distribution Excellence Program improved the efficiency of the DC's operations and units throughout Brazil.



## DISTRIBUTION CENTER (DC)



The company's DC is located in Serra, Espírito Santo, with 6,000 m<sup>2</sup>, 130 employees and a monthly movement of approximately 600,000 pieces. The DC is the central point of **Aramis Inc.**'s logistics operations, being responsible for the flow of raw materials and finished products, in addition to managing the supply of its own stores, franchises, multi-brand stores and e-commerce.

In 2024, operational processes and indicators were implemented. The journey set by **Aramis Inc.**, targeting growth and innovation, allowed improvements in the DC to be consolidated and results optimized:

- In e-commerce, order processing time was reduced from 8 hours (2023) to 5 hours and 34 minutes (2024).
- There was a reduction in the processing time for goods from three days (2023) to two days (2024).
- In relation to Dock to Stock (time to make stock available), there was a reduction in logistics costs from above 5% (2023) to below 5% (2024) on net revenue.
- The Order Fill Rate (OFR) was 99.78%, ensuring high accuracy in the separation and dispatch of goods.
- Reduction of logistics costs from above 5% (2023) to below 5% (2024) of net revenue.
- The Order Fill Rate (OFR) was 99.78%, ensuring high precision in the separation and dispatch of goods.



## 5S PROGRAM



The implementation of the 5S Program brought greater organization and efficiency to the DC. In this way, sectors audited on a monthly basis ensured organization and operational efficiency and a program with classification categories (Bronze, Silver, Gold and Diamond) was adopted, focusing on continuous improvement in processes and team training; demand analysis to adapt the DC structure, review of the layout and operational capacity of the distribution center, and robust investments in technology and automation. The highlights were the evaluation of the change of WMS (Warehouse Management System) to support a greater volume of operations and the use of Artificial Intelligence to optimize logistics processes.

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## PRESENCE

Aramis Inc. is present throughout the country, in all Brazilian capitals

### 5 sales channels

full price, franchises, outlets, multi-brand stores and e-commerce

### 130 stores\*

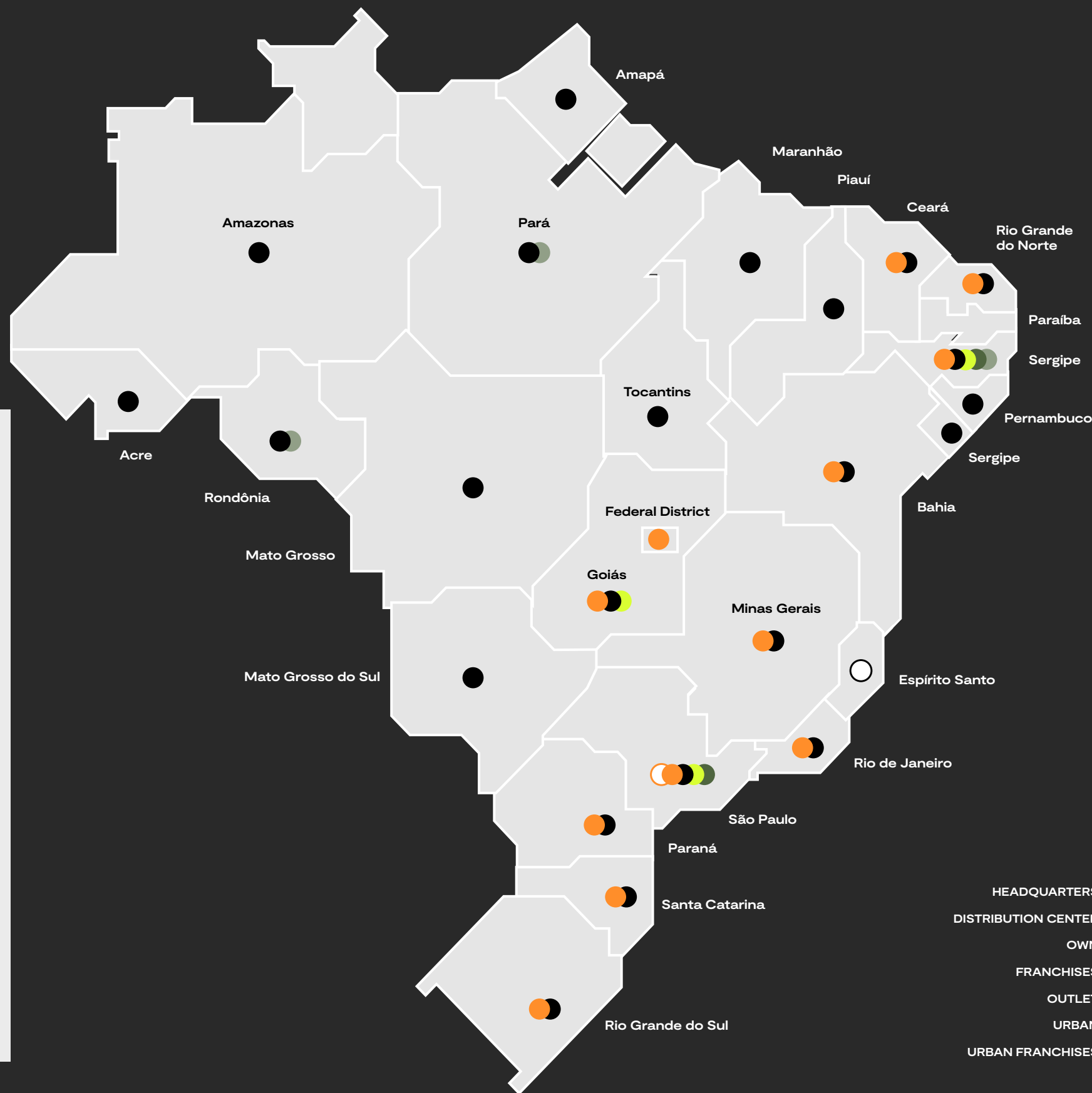
76 franchises  
 2 Urban  
 2 Urban franchises  
 50 own stores  
 (39 full price and 10 outlets)

Products sold in over

**1,200**  
 multi-brand stores

**3 stores and**  
**25 Urban corners**  
**254 multi-brand stores**  
 sell Urban products

\*until March 2025.



NORTHEAST REGION					
Alagoas					
Bahia	1	6			
Ceará	2	1	1		
Maranhão		3			
Paraíba					
Pernambuco	3	2	1	1	1
Piauí		2			
Rio Grande do Norte	1	2			
Sergipe		1			
SOUTHEAST REGION					
Sao Paulo (Head Office)	17	17	4	1	
Espírito Santo (DC)		1			
Minas Gerais	2	3	1		
Rio de Janeiro	2	1			
SOUTHERN REGION					
Paraná	2	6			
Santa Catarina	5	1			
Rio Grande do Sul	2	1			
NORTHERN REGION					
Acre		1			
Amazonas		3			
Amapá		1			
Pará		1		1	
Rondônia		1		1	
Tocantins		2			
MIDWEST REGION					
Federal District	3				
Goiás	2	3	1		
Mato Grosso		4			
Mato Grosso do Sul		2			

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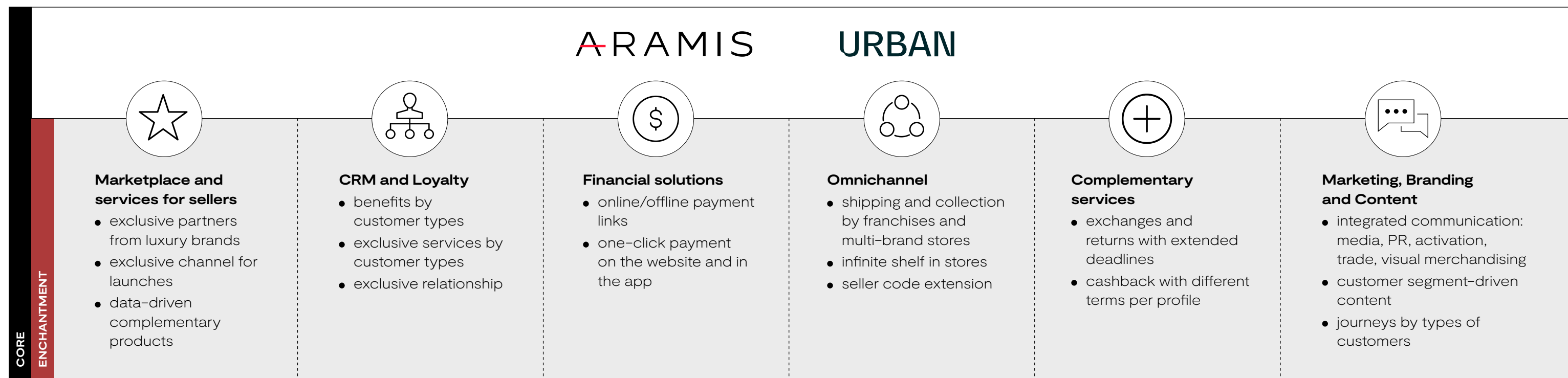
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# 05 VALUE GENERATION FOR THE CUSTOMER

Strategic investments in the evolution of the ecosystem consolidate Aramis and Urban as the main men's lifestyle destinations, being a reference in a fluid and connected journey across multiple points of contact. The brand, its essence and the enchantment factor are the foundation of this experience.



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# **MIND** **SET**

**CORPORATE GOVERNANCE**

03

# TRANSPARENT MANAGEMENT STRUCTURE

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**Ethics and business model that follows the evolution of the consumer. Think big, with your feet in the present and your eyes on the future.**

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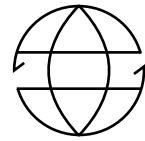
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# CORPORATE GOVERNANCE



**Aramis Inc.** is committed to agile, innovative and sustainable management. The company's structured and strategic governance relies on committees and specialized leaders, ensuring decisions aligned with responsible growth. The collaborative action between management and councils reinforces the commitment to inclusion and continuous development, as well as the commitment to the sustainability journey. ↗

**SOLID**  
governance  
structure

**OPERATION**  
with ethics and  
transparency

**JOURNEY**  
on the ESG  
agenda



click on the images  
to learn more about  
each area

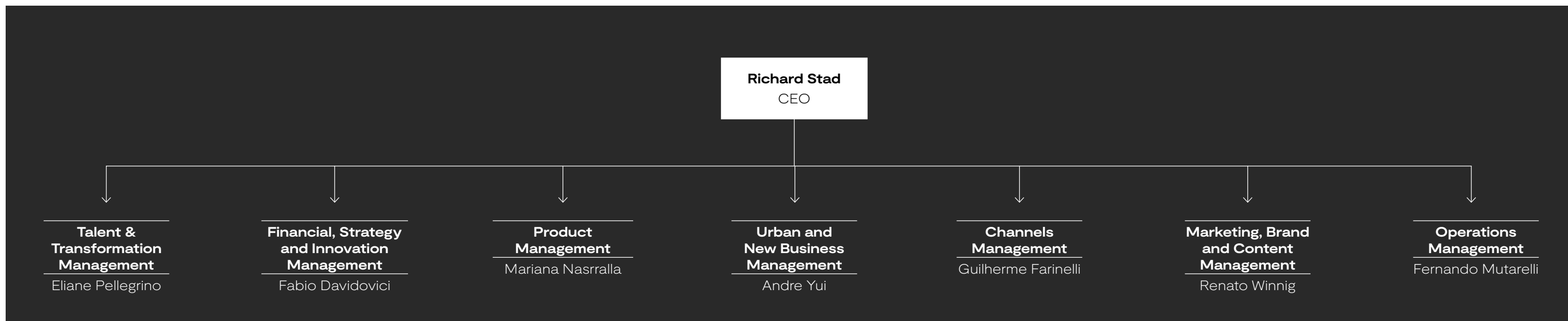
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CORPORATE GOVERNANCE



The Company has been developing on a journey of consistent growth, with an agile management trajectory and a focus on innovation and sustainability. Governance is composed of the Board of Directors, the Executive Board and the Advisory Board.

The process of nominating and selecting board members is conducted by a Nominating and Governance Committee, which uses a detailed qualifications profile to identify highly qualified candidates. **GRI 2-10**

The Executive Board of **Aramis Inc.** is composed of Richard Stad, CEO, Fabio Davidovici, CFO, and Guilherme Farinelli, CMSO, together with the directors responsible for strategic areas: Eliane Pellegrino, Director of Talent and Transformation; Renato Winnig, Director of Marketing, Brand and Content; André Yui, Director of Urban and New Business; and Mariana Nassralla, Product Director. Also, executive committees and working groups are formed to address relevant issues, ensuring that the company's management remains oriented towards sustainable and inclusive development.

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# 01 ESG

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# AGENDA

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GRI 2-12, GRI 2-13, GRI 2-23, GRI 2-25



Aramis is on an ongoing journey towards sustainability in which its guidelines are constantly being updated and adopted on a growing trajectory, which includes permanent monitoring of processes and results.

Under the direction of CEO Richard Stad, the Board of Directors actively participates in identifying and managing ESG (environmental, social and governance) impacts within the company. To ensure that the ESG agenda guidelines are aligned with the company's vision and mission, the highest governance body oversees the sustainability strategy, which is integrated into organizational planning, operations plans and company policies.

**ESG strategy committed to sustainable development initiatives and strengthening partnerships.**

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## 01

To achieve this, it follows a structured project that involves:

- goal setting;
- identification of responsible hierarchical levels and delegation of responsibilities, based on competencies and skills;
- communication of sustainability guidelines and goals;
- continuous performance monitoring and evaluation;
- recognition of performance and promotion of improvements;
- trainings to qualify employees.

## 02

Aramis Inc.'s ESG strategy seeks certifications and focuses on improvement of the processes. All ESG initiatives carried out by the company are aligned with the business strategy and are approved directly by the Executive Committee, involving actions such as:

- development and implementation of sustainability strategies;
- ESG agenda performance monitoring and assessment;
- regulatory compliance assurance;
- integration of sustainability into business processes;
- stakeholder engagement;
- promotion of innovation and sustainable research;
- elaboration of sustainability reports;
- identification of risks and opportunities.

## 03

Regarding the possible negative impacts of the company's operations for the production of Aramis products, the company recognizes its responsibility to mitigate them, identifying the need to:

- reduce waste by using lower-impact raw materials and packaging;
- provide adequate disposal of the waste generated;
- mitigate negative impacts on working conditions in the supply chain by hiring certified suppliers that adopt procedures that consider ESG risks and respect Human Rights, preventing practices such as child labor or compulsory labor.

## 04

To best enable Aramis Inc.'s sustainability strategy in the future, the company established, in 2024, projects and goals to be implemented from 2025 onwards:

- increase monitoring with the production chain, expanding the analysis of the socio-environmental aspects and impacts of our suppliers through the development of a robust supplier compliance program;
- innovate in the portfolio, incorporating sustainability as a fundamental driver and expanding partnerships and pilot projects that collaborate with the circular economy and the reduction of environmental impacts in production;
- consolidate the operationalization of ESG processes in the company;
- develop partnerships that contribute to the personal and professional development of the community, helping to create a job market prepared for the challenges of the future.

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**COMMITMENT TO SUSTAINABLE DEVELOPMENT**

**GRI 2-23**

**Aramis Inc.**'s ESG strategy encompasses commitments to sustainable development initiatives and values strengthening partnerships.

Among its commitments are the *Fashion Transparency Index Brazil (ITM)*, from the *Fashion Revolution* movement, which evaluates, classifies and discloses social and environmental information from the main fashion brands in Brazil. This analysis evaluates how and what the largest brands and retailers in Brazil disclosed about their policies, practices and social and environmental impacts.

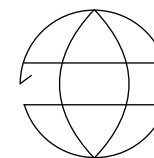
**Aramis Inc.** stands out as one of the fastest growing companies in the *Fashion Transparency Index*, where it reached 7<sup>th</sup> position in the overall ITM 2023 result. The data comes from the 2024 comparative edition, in which an analysis of socio-environmental data was carried out for the largest brands in the Brazilian market between 2018 and 2023. Following the sustainability journey, since 2022 the company has been part of the pool of brands that support the *Sou de Algodão* movement, which seeks to raise awareness in the fashion chain about the relevance of sustainable practices in the sector.

It also contributes to the *Open Supply Hub* initiative, which is a collaborative global platform that maps supply chains. It is also a signatory to the ABVTEX Program, from the Brazilian Textile Retail Association, to join forces in the fight against compulsory and child labor in the fashion retail chain.

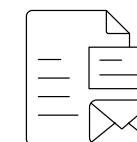
Since 2023, **Aramis Inc.** has been a signatory to the United Nations (UN) Global Compact, a commitment that reinforces the company's stance and provides guidance on the rigorous application of anti-corruption principles, social responsibility and environmental management. Furthermore, the initiative guides the company in maintaining high levels of control, monitoring and engagement with its sustainability goals.

The company connects its ESG agenda to the Sustainable Development Goals (SDGs), actively collaborating with the sector to address global challenges and promote innovative solutions. Using the *SDG Compass* methodology, the Global Compact, and participation in the SDG Journey Program, the company adhered to SDG 8 – Decent Work and Economic Growth and SDG 12 – Responsible Consumption and Production.

As for the partnerships that are part of **Aramis Inc.**'s ESG strategy, they are focused on sustainable fashion. Between September and December 2024, students from the Fashion course at PUC Campinas participated in an upcycling (a technique of reusing materials to create products without degrading the quality of the originals) challenge promoted in partnership with Aramis and the conscious consumption movement *Sou de Algodão*. The objective was to create looks developed from textile leftovers, 70% of which were made of cotton, stored at Casa Aramis facilities in São Paulo.



**7<sup>th</sup>**  
position in the overall  
result of the 2023 ITM



**25**  
complaints received and handled  
through the ethics channel



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## ETHICS AND TRANSPARENCY

### GRI 2-23, GRI 2-25, GRI 3-3 Ethics and transparency

Transparency and ethics are fundamental pillars for structuring relationships with all audiences the company has a relationship with, both internal and external. Respect is one of the four values that guide the company’s conduct. To ensure this stance, **Aramis Inc.** provides details of its institutional policies through the Code of Ethics and Conduct, in sustainability reports and in guidelines for purchases and supplier management.

In addition to disseminating clear guidelines for internal teams, the company also has a Code of Conduct for Suppliers, a document applicable to all national and international partners, aligned with current legislation and important global commitments, such as the Universal Declaration of Human Rights and the guidelines of the International Labor Organization. **Aramis Inc.**’s commitment in this regard extends to protecting vulnerable groups in the supply chain, preventing and fighting unacceptable practices such as child labor, compulsory labor and any violations of labor legislation.

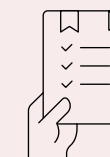
## ETHICS CHANNEL



### GRI 2-26

In line with its commitment to ethics and transparency, the company has the Ethics Channel, a secure communication tool for receiving complaints, suggestions and resolving queries. The Channel also receives reports of violations of the Code of Conduct, Internal Policies or current legislation, and all contacts are confidential and may be anonymous.

In 2024, 25 complaints were received on the channel, covering topics such as fraudulent misrepresentation and inappropriate conduct. All occurrences were analyzed individually, handled and closed within the year.



### Documents on ethics and conduct GRI 2-23

- **Aramis Inc.** bases its internal and external relationships on principles of ethics, transparency and respect, integrated into the business strategy, supported by related documents that have been approved by the organization’s highest governance body.
- **Code of Ethics and Conduct:** published for all employees, suppliers and partners, reinforcing commitments to national legislation and international conventions, such as the Universal Declaration of Human Rights and standards of the International Labor Organization.
- **Code of Conduct for Suppliers:** reviewed and renewed regularly, it applies to business partners and includes specific guidelines for the protection of vulnerable groups, ensuring compliance with ESG standards.
- **Communication and Transparency:** disclosure, through internal and external channels, of the company’s commitments in annual reports, social networks, internal communications and official website.

These documents are available at the Aramis Sustainability [link](#).

**DATA PRIVACY AND SECURITY**

**GRI 3-3 Data privacy and security**

By implementing robust data privacy and protection practices, **Aramis Inc.** demonstrates respect for consumer rights, including the right to privacy, protection against misuse of personal data, and transparency in the use of information. This creates a culture of respect for human rights within the company and increases trust in the brand. By personalizing customer registration, the organization improves demand forecasting and plans production more assertively, avoiding excessive production and reducing the environmental impact of textile waste and unnecessary packaging.

**Aramis Inc.** fully complies with the General Data Protection Law (LGPD), with robust security measures, such as encryption and authentication, to protect information. Only essential data is collected, avoiding excessive and unnecessary storage of personal information and exposure to risks.

The Privacy and Data Protection Governance Program ensures that the guidelines and measures adopted are complied with. The incident response process has been improved, with faster notifications to data holders and regulatory bodies, and ongoing training guides staff on best privacy practices. Additionally, the company has a plan to respond quickly to any data breach, including notifications to affected users and the appropriate authorities. It also seeks sustainable technological solutions to store and process data, minimizing environmental impacts.

**Compliance with LGPD, customization of customer registration and Data Protection Governance Program are among the guidelines.**

An open communication channel for customers, suppliers and regulatory authorities allows practices to be aligned with market expectations and requirements. Based on monitoring customer requests, the company continuously improves its approaches. Contracts with suppliers ensure compliance with the same data protection standards in business relationships.

In 2024, an episode of leakage or loss of customer data was identified, as well as a complaint from a regulatory agency regarding privacy. Complaints received from external parties mostly concerned the withdrawal of consent to receive marketing content and contact from salespeople. In all cases where there was a recurrence, the processes were reviewed and adjusted in order to ensure that the rights of customers were duly respected, in accordance with personal data protection regulations, and the company implemented the necessary corrections to prevent new occurrences and improve control in relation to campaigns, contacts and marketing communication. **GRI 418-1**



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# REVIEW

**OPERATIONAL PERFORMANCE**



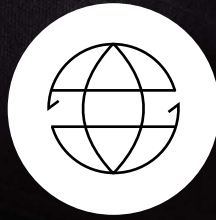
OPERATIONAL PERFORMANCE

# SOLID PERFORMANCE AND RESULTS

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Performance is the result of focus, excellence and constant improvement. The company uses the same rigor it applies when creating its collections to measure its performance.

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## OPERATIONAL PERFORMANCE



As part of its expansion, the operating strategy is linked to innovation and technology, improving the consumer experience, as well as reinforcing the data-driven culture. There are also investments in systems to optimize operations, financial management and risk analysis. Also, it began using artificial intelligence to make product distribution more efficient. ↗

**COMPANY'S**  
growth strategy

**PLAN**  
for expansion and digital transformation

**REGULATORY**  
advances and operation focused on technology

**R\$ 715 MILLION**  
of income in 2024



click on the images to learn more about each area

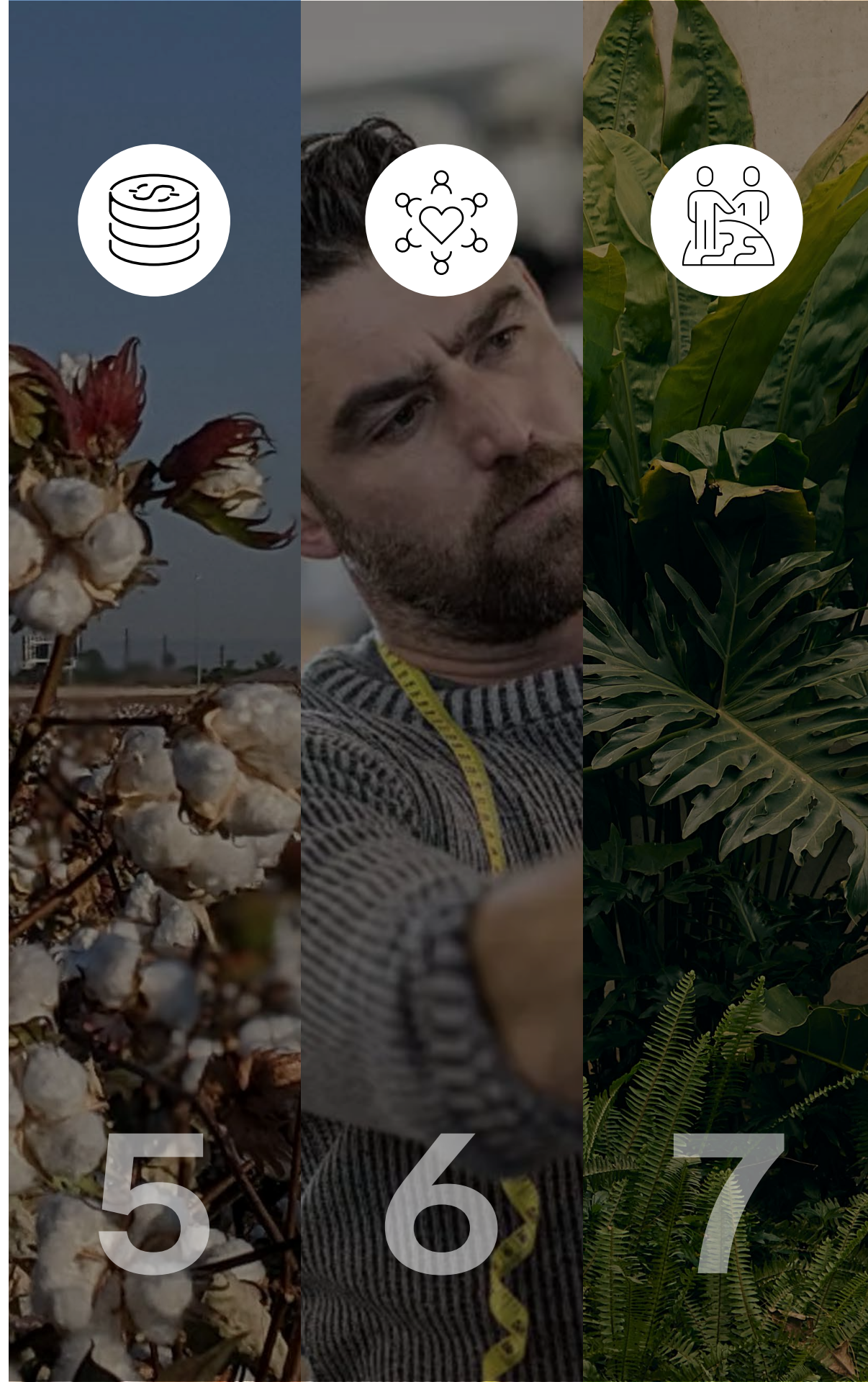
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# 01 BUSINESS STRATEGY

In 2024, to continue with the brand's growth strategy, **Aramis Inc.** worked focused on accelerating the expansion of its franchises. Additionally, digital exposure represents 14% of its business.

The company also invested in advanced technology in its operations, consolidating it as one of the central pillars of its growth and innovation.



# 02 OPERATIONAL EFFICIENCY FASHION TEC

As part of its expansion plan, at the end of 2024, Aramis opened a new store at Shopping Morumbi, in São Paulo. The space was designed to represent something greater than a regular store: the incorporation of cutting-edge technology into the ambiance, representing an advance in the brand's innovation proposal and commitment to consumer experience.

The highlights were the *Doris Mirror* fitting room, a virtual mirror that uses generative artificial intelligence, allowing customers to digitally visualize how clothes fit on their own bodies, without having to physically try them on; and a high-impact *LED video wall*, transforming visual communication and enhancing the experience at the point of sale.

Following this digital transformation approach, in September 2024 the company launched the Data Intelligence Internship Program, reflecting its commitment to strengthening the data-driven culture.

The program selected ten students from different undergraduate courses who joined the company's strategic teams – Marketing, Style, Operations, People & Culture, Finance, and Information Technology. Participants began their journeys with an immersive learning bootcamp; in the next stage, within their respective teams, they began to act with an analytical mindset and with the objective of transforming data into strategic insights.



In line with this, to enhance the company's operational management and facilitate business, **Aramis Inc.** implemented, throughout 2024, important internal technological systems, which worked on different fronts:

- platform for the conduction of CPF and CNPJ background checks, for negotiations and personnel hiring;
- platform to analyze the history and reputation of influencers before hiring them for communication;
- system for assessing risks and credit rights of multi-brand store customers and franchisees;
- financial management platform affiliated with the Central Bank, which guarantees greater control and transparency in the management of corporate expenses.



To support the expansion, the Distribution Center (DC) located in Serra (ES) started using artificial intelligence, which allowed for more efficient distribution, reducing stocks and increasing sales.

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# 03 OUR BRANDS

**For us, clothing is more than a good cut and good fabric. It is expression. It is what you choose to manifest about yourself to people.**

We believe that when you show your potential, your values, your principles, your vision, you enrich the lives of everyone around you, simply by example.

More than a clothing brand, we are a platform to empower people, through the quality of what we make and our passion for inspiring in each person the desire to bring their best to the world.

## WHAT WE ARE MADE OF

We are made of choices and projects. Of attitudes and affections. We are about dreams and performance. We are the vital energy of the next step. We are the driving force for you to go further. Beyond. Upward. Forward. We are the value of those who prove themselves. We are the desire to achieve, to make our mark, to build our legacy. We are the new wave of people in an era of new truths and other stories to be told. We are made of value and fiber. With this article, we will inspire the world and show that success has many possible models. We are the constant pursuit of high quality. Always, for all styles and people. We are a team committed to delivering our best. We are allies on your journey. We are here to help you reach your full potential wherever you go. This is our value. That's our brand.

**Express your potential.**



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## What's behind our brands:

### EMPOWERING PEOPLE TO TRANSFORM STORIES

We believe that, within Aramis, there is someone with an extraordinary ability to express their potential, inspire people, transform stories and improve the world. Because we believe in this, we want everyone to also believe in themselves and be able to achieve much more through one simple word: confidence. Confidence in who you are, confidence in your own journey, confidence that you can go further. We want to be a platform that encourages people to go further. We'll do this through compelling campaigns that showcase inspiring stories and conversations that provoke people to take the next step. And with internal learning programs and social initiatives that distribute opportunities to those who just need a chance. This way, we believe it is possible to create a community where one person inspires another, who inspires another, who inspires another... It is with this outlook that we stand by our customers, online and offline, showing them possibilities so that they can find their best expression. And it is also through this lens that we guide our mindset here, with excellence, high-quality pieces, attention to detail and one-on-one service. This is our philosophy: to encourage everyone to go higher and express their potential to the world.



### BRANDS

Aramis is more than a menswear brand, it is considered a symbol of trust, authenticity and innovation. Its solid reputation offers high-quality products that combine classic style with modern touches. The brand stands out not only for its sophisticated designs, but also for its commitment to innovation, constantly seeking new technologies and materials to improve its products.



Urban is a menswear brand focused on technology and innovation. The brand values authenticity, celebrating each man's individuality and offering clothing that allows them to express themselves with confidence.

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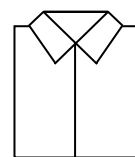
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# 04 ACHIEVEMENTS



**3.2 million**  
of pieces sold in 2024

## QUALITY VS. COUNTERFEITING



**Aramis Inc.** is committed to the entire cycle involving the quality of its products. In 2024, this commitment was translated into facts that demonstrate the company's commitment to ensuring a safe and satisfactory purchase for customers.

Even with a significant sales volume – more than 3.2 million pieces sold throughout the year – Aramis registered only 34 civil lawsuits for compensation, a number considered low compared to the market, which reinforces the trust that customers place in the brand.

During this period, the company intensified its actions to fight counterfeiting of its products, ensuring that customers only have access to authentic pieces, manufactured with quality criteria. With the support of competent authorities and specialized investigators, strategic operations were carried out that resulted in the seizure of 82,000 counterfeit pieces in popular shopping malls and shopping centers in the city of São Paulo. This initiative, led by the legal department, identified and dismantled clandestine factories responsible for the production and sale of counterfeit pieces.

Counterfeiting products harms not only the brand, but also consumers who may purchase low-quality items without the Aramis standard and guarantee. Therefore, the company remained vigilant in combating this problem.

## REGULATORY ADVANCES



Significant progress was made on judicial matters throughout the year. There was a 36% reduction of labor lawsuits, maintaining only 18 active lawsuits in progress, well below the sector average.

## EXPANSION AND NEW BUSINESS



Urban's performance was fundamental to strengthening the house of brands concept. In 2024, the company split the brand's operations, which now have a professional team dedicated exclusively to its development. During the same period, Urban underwent a significant repositioning, reflected in the renewal of its visual identity, the expansion of its product mix and communication aligned with its audience.

These transformations drove significant growth, leading the brand to end the year with revenue of R\$34.6 million – an increase of 46% compared to 2023. Furthermore, Urban has established itself as a relevant pillar within the **Aramis Inc.** ecosystem, representing, on average, 18% of the chain's store revenues. Reinforcing its presence in the market, the brand took another strategic step in December 2024, with the launch of its own e-commerce channel.

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### Urban Growth

- Creation of a standalone business unit, with a dedicated board of directors;
- Restructuring of corporate governance to better integrate new initiatives;
- Opening of strategically positioned physical stores, including flagship in Sao Paulo;
- Investment in a new retail and visual communication concept aligned with the brand's positioning.
- Aggressive expansion plan, with revenue growth forecast at 70% by 2025



EXPANSION AND NEW BUSINESS

**86**  
million  
of record EBITDA

**17%**  
growth in  
net revenue

The company maintains its strategy of closeness to the consumer, intensifying the emotional connection with its audience. The financial results reflect the success of these initiatives, with a 17% growth in net revenue, record EBITDA of R\$86 million and solid expansion across all channels, including own stores, outlets, e-commerce, multi-brand stores and franchises.

The strong cash conversion reinforces the company's financial solidity, in line with the objective of reaching R\$1.2 billion in net revenue by 2028. In addition to improving governance and internal processes, the company continues to strengthen its sustainability initiatives, promoting advances in responsible management and operational efficiency.

Among the main strategies, the consolidation of the brand for new audiences, the personalization of the customer journey through artificial intelligence and machine learning, and the appreciation of employees within a culture that balances humanization and performance stand out. The expansion of new businesses, including the growth of the Urban brand and the start of exports to Paraguay and the Middle East, reinforces Aramis' commitment to innovation and sustainable development.

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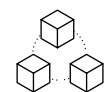
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# 05 INNOVATION AND SUSTAINABILITY

GRI 3-3 Innovation and technology

## SUSTAINABLE OPERATIONS



Several actions carried out throughout the year reinforced **Aramis Inc.**'s commitment to environmental and social responsibility, while also demonstrating the company's operational capacity by innovating in inventory management and maximizing the use of materials.

In 2024, the company found an efficient solution for a large volume of pieces accumulated in the distribution center in Serra (ES). Around 120,000 items, such as pieces with small defects or from previous collections, were stagnant, representing a loss where they could generate profit or positive social impact.

Thus, after careful analysis, some of these pieces were donated to help victims of the calamity that hit Porto Alegre at the beginning of the year, in which devastating floods affected the city and the state of Rio Grande do Sul. At the same time, a responsible resale model was structured, ensuring the appropriate destination of around 50% of this stock, reducing waste and optimizing resources.



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## TRIPOD OF OPERATION

In addition to being a key element of operations, innovation is an essential pillar in the design of our products. Our designers create based on the technology-comfort-sustainability tripod. In this way, we seek to innovate, especially with regard to raw materials and production processes. With this focus, we seek partnerships and the development of suppliers capable of co-creating and/or integrating these principles into the products we develop, also ensuring compliance with all necessary certifications.



### Technology

Innovations and features that go beyond looks: UV protection, anti-odor, temperature control and others that you have to wear to believe.



### Comfort

The basis of any and all looks. Sophisticated and casual with new movements, soft and sophisticated weaves.



### Sustainability

Mix of inspiration and awareness. Some of our pieces use recycled materials and undergo processes that consume fewer natural resources.

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# PROFIT PULSE



FINANCIAL PERFORMANCE



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FINANCIAL PERFORMANCE

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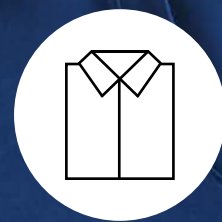
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# SOLIDITY WITH RESULTS

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Significant revenue results,  
driven by Aramis' performance  
and Urban's relevant contribution.

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## FINANCIAL PERFORMANCE



The company ended 2024 with a total income of R\$715 million for **Aramis Inc.**, with R\$682.4 million from the Aramis brand and R\$34.6 million from Urban. A milestone in the year was the *Best Friday* promotional period, which represented the best performance in the company's history, with a growth of 55.8% compared to the same period in 2023. During the discount weekend, which took place at the end of November, the income increased by 70% compared to the previous year. E-commerce showed significant growth of 74% in the month, driven by the use of Linx OMS technology, which turned the physical stores into "mini-distribution centers", reducing stock shortages and maximizing sales conversion. The multichannel strategy and continuous investment in technology were also fundamental to achieving these numbers.



### GROSS INCOME BY CHANNEL IN 2024

R\$ **350.3**

MILLION

Own physical stores

R\$ **65.5**

MILLION

Digital channels

R\$ **126.4**

MILLION

Franchised physical stores

R\$ **173.0**

MILLION

Multi-brand physical stores



click on the images to learn more about each area

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To maintain the company's fiscal and financial health routine, **Aramis Inc.** carries out annually:

- annual external audit;
- monthly meetings with the Board of Directors, with reporting of results and discussion of duties and responsibilities;
- definition of purchasing authority by teams;
- compliance verification indexes.



#### EVOLUTION OF INDICATORS (IN MILLION/R\$)

	2022	2023	2024
Net income	490.0	573.3	677.1
EBITDA	59.9	76.1	86.3
EBITDA Margin (%)	14.8	16.1	15.6
Net debt	0	0	0
Capex (investments)	9.0	9.0	25.0
Gross margin (%)	68.6	68.7	67.4

#### TAX MANAGEMENT

##### GRI 207-1, GRI 207-2, GRI 207-3

Although it does not have a formal tax strategy, **Aramis Inc.** is based on transparency and compliance with legislation to establish lawful tax planning, improving competitiveness. Among the measures are: use of ICMS credits and tax benefits related to local investments and technological innovation.

The tax structure is under the responsibility of the CFO and executive controller manager, and has a team dedicated to the matter. The procedures are supported by tax consultancies (hired regionally) and legal offices for careful risk analysis, mitigation and legal compliance.

The company also relies on third-party auditing, carried out by a specialized company on site; and on the tax authorities, which carry out periodic inspections in different states and through a portal, through which visits are scheduled and documents sent.

#### DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (DVA – IN R\$ MILLION) GRI 201-1

	2022	2023	2024
Economic value generated	510,044,177.05	601,922,035.72	710,570,485.13
Revenue	510,044,177.05	601,922,035.72	710,570,485.13
Distributed economic value	442,608,368.82	528,027,584.84	619,986,154.90
Operating costs	127,029,723.05	147,713,076.15	180,286,802.15
Operating expenses	120,133,611.26	138,273,881.79	160,018,624.52
Salaries and benefits	73,816,092.07	86,372,690.13	107,091,176.00
Payments to capital providers	7,500,000.00	21,574,464.06	18,029,014.32
Payments to government (per country)	114,128,942.44	134,093,472.71	155,100,687.12
Community Investments	0.00	0.00	0.00
Retained economic value	67,435,808.23	84,065,884.06	95,708,974.45

Note: The information in the table is aligned with the Financial Statements released to the market. Payments to capital providers do not include movements destined to the corporate structure for the purpose of profit distribution. GRI 2-2



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# PERFECT MATCH

TALENTS AND TRANSFORMATION



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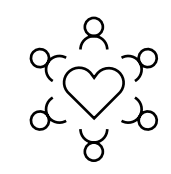
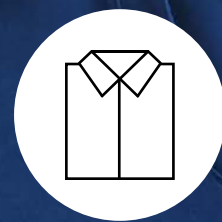
TALENTS AND TRANSFORMATION

# HUMANIZATION AND CULTURE

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**Empowering people and valuing stories with  
transparency, ethics and responsibility.  
Sustainability is also about relationships.**

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## TALENTS AND TRANSFORMATION

**Aramis Inc.** strengthens connections and promotes sustainable practices in all its relationships. Its organizational culture balances performance and well-being with innovation. The new Talent and Transformation area expanded the company's scope to sustainability, diversity and inclusion, aiming at acceptance, respect, efficiency and organizational evolution. ↗

**1,033**  
employees and  
the A+ Way  
to be

**78**  
national  
suppliers in  
2024

**RELATIONSHIP**  
with society and  
social commitments

**HUMANIZATION**  
with high performance



click on the images  
to learn more about  
each area

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# 01 STAKEHOLDER ENGAGEMENT

GRI 2-29

**Aramis Inc.** maintains strategic and ongoing engagement with a broad network of stakeholders, including business partners, civil society institutions, shareholders, unions, media and influencers. This relationship is conducted with the purpose of strengthening connections, understanding expectations and anticipating challenges, ensuring the mitigation of negative impacts and the promotion of sustainable practices.

To achieve these goals, the company adopts an approach based on transparency and accountability, incorporating training, governance practices, social initiatives and investments in innovation and research. The commitment to constructive dialogue is reflected in regular consultations, active listening and constant monitoring, ensuring that its strategic decisions are aligned with the social and environmental impacts of its operations.



## ESG JOURNEY ARAMIS INC.

Combining performance, humanization and sustainability.



## FASHION TEC

Business expansion plan and digital transformation.



## ENVIRONMENT

An action journey that seeks increasingly sustainable solutions throughout the operation and value chain, to contribute to the reduction of socio-environmental impacts.



## A+ WAY

Valuation of employees, concern for health and well-being, promotion of professional development programs, in addition to generation of opportunities for students.



## DIVERSITY

Strengthening the culture of diversity and inclusion, expanding the impact both inside and outside the Company.

# 02 TALENTS

## GRI 3-3 Human capital development

**Aramis Inc.**'s organizational culture is based on humanization and high performance, with balance between results and well-being. The company's philosophy is humanized service with focus on performance, an organizational culture based on a balance between people and results, and a mindset targeted at innovation. Following the continuous journey of sustainable growth, the company relocated the sustainability area to the Talent and Transformation sector – previously linked to the procurement and manufacturing area.

The human resources area, previously called "People and Culture", was renamed "Talents and Transformation", and its new structure includes several fronts. Organizational design and work models focus on structural evolution and organizational efficiency. The areas of Sustainability and Diversity & Inclusion were incorporated to the board with the aim of expanding their transversal impact. Journey and connections management involves employee experience, internal communications and recruitment, while HR and data operations encompass compensation, benefits, personnel department and People Analytics.



### EMPLOYEES HIRED, BY AGE GROUP GRI 401-1

AGE GROUP	2022		2023		2024	
	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
Under 30 years old	222	0.60	295	0.72	231	0.63
From 30 to 50 years old	178	0.39	263	0.49	262	0.44
Over 50 years old	15	0.26	21	0.29	15	0.20
Total	415	0.47	579	0.57	508	0.49

Note: The hiring rate is calculated using the following formula: [Employees hired, by age group/number of employees in that same age group].

### EMPLOYEES DISMISSED, BY AGE GROUP GRI 401-1

AGE GROUP	2022		2023		2024	
	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
Under 30 years old	160	0.43	209	0.51	222	0.61
From 30 to 50 years old	149	0.33	215	0.39	249	0.42
Over 50 years old	17	0.30	9	0.13	19	0.25
Total	326	0.37	433	0.43	490	0.45

Note: The calculation of the dismissal rate is done using the following formula: [Employees dismissed, by age group/number of employees in that same age group].

### EMPLOYEES HIRED, BY GENDER GRI 401-1

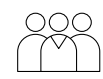
	2022		2023		2024	
	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
Male	218	0.49	321	0.60	247	0.48
Female	197	0.46	258	0.53	261	0.50
Total	415	0.47	579	0.57	508	0.49

Note: The hiring rate is calculated using the following formula: [Employees hired, by gender/number of employees of that same gender].

### EMPLOYEES DISMISSED, BY GENDER GRI 401-1

	2022		2023		2024	
	TOTAL	RATE	TOTAL	RATE	TOTAL	RATE
Male	189	0.42	233	0.44	264	0.52
Female	137	0.32	200	0.41	226	0.43
Total	326	0.37	433	0.43	490	0.45

Note: The dismissal rate is calculated using the following formula: [Employees dismissed, by gender/number of employees of that same gender].



**TURNOVER RATE, BY AGE GROUP GRI 401-1**

AGE GROUP	2022	2023	2024
Under 30 years old	0.82	0.98	1.24
From 30 to 50 years old	0.56	0.69	0.86
Over 50 years old	0.41	0.36	0.45
Total	0.66	0.79	0.97

Note: The rate is calculated using the following formula: [Employees hired, by age group/ number of employees in that same age group].

**TURNOVER RATE, BY GENDER GRI 401-1**

	2022	2023	2024
Male	0.70	0.82	1.00
Female	0.62	0.74	0.93
Total	0.66	0.79	0.97

Note: The turnover rate is calculated using the following formula: [The sum of employees hired and dismissed, by category/total number of employees, in the same category].

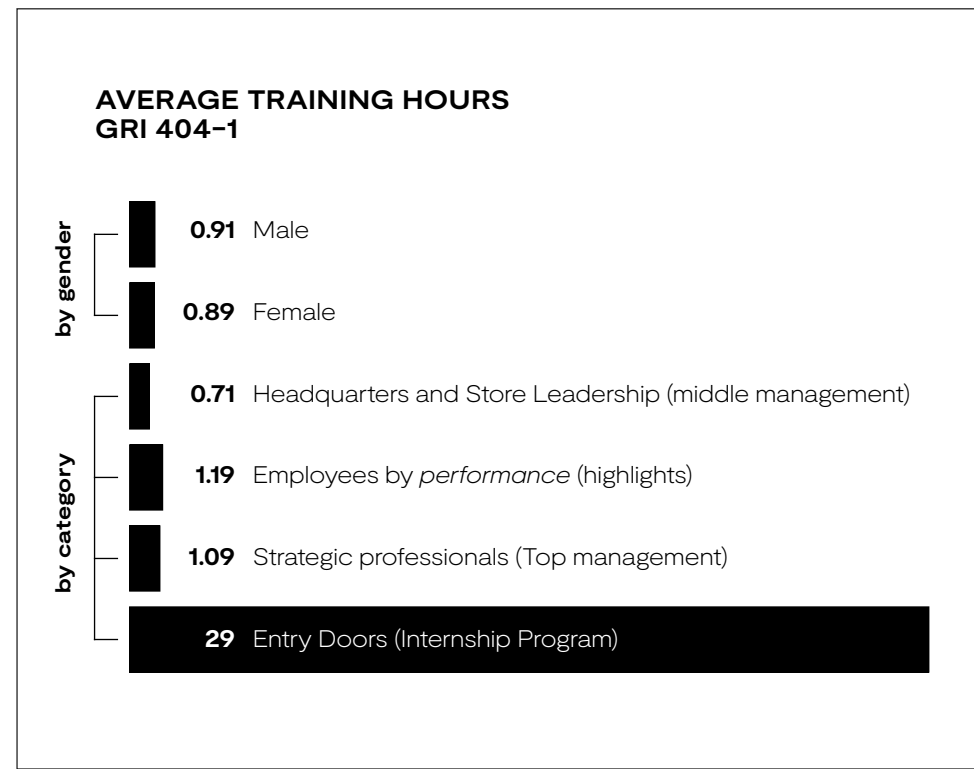
**EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS GRI 404-3**

BY GENDER	2024
Male	72%
Female	76%
BY FUNCTIONAL CATEGORY	2024
Headquarters	95%
Stores	100%
DC	100%

**TRAININGS AND QUALIFICATIONS**

**GRI 3-3 Human capital development, GRI 404-2**

To develop the human capital of **Aramis Inc.**, trainings and qualifications of employees are carried out and various programs are developed.



**0.91h**  
Average hours of training among men

**0.89h**  
Average hours of training among women

**D'ARTAGNAN LEADERSHIP TRAIL**

Part of the “One for All, All for One” journey, aimed at developing the company’s leaders, includes training paths for different levels of leadership with three main pillars:





### DATA CULTURE INTERNSHIP PROGRAM



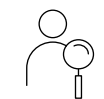
A milestone in the company’s innovation and development, the **Aramis Inc.** Data Culture Internship Program is an internship program that aims to train future data analysts for the company. The program is aimed at students from the third semester of Higher Education onwards in Exact Sciences courses.

Created to strengthen data culture and meet the demand for qualified professionals, the program included:

- Incubation of ten interns for three months with intensive data training;
- Connection with organizational challenges and practical application of knowledge.

The results were promising and the interns are now integrated into the areas to implement the learning, with expected high impact on operations from February 2025.

### PROTAGONIZA PROGRAM – TALENT DEVELOPMENT



With the aim of retaining and accelerating internal talent, the **Protagoniza Program** identifies high-potential employees through performance management.

In 2024, two six-month cycles were carried out, analyzing development based on opportunities identified in the performance evaluation. There was a reduction in the turnover of participating talents to 10%, compared to an organizational average of 40%.

### ARAMIS ACADEMY



Continuous learning environment that contributes to improving knowledge about our business and to the development of technical and behavioral skills necessary for the evolution of our community.

### TECH HACKATHON – INNOVATION



In 2024, two editions of the *Hackathon Tech*, an initiative focused on innovation and solving internal challenges, were held. The event’s main objectives were to solve real problems within the organization and strengthen the employer brand in the technology sector.

As a result, two ideas were implemented with a positive impact on business, in addition to expanding the company’s visibility in the tech market. For 2025, the next steps include defining new editions, reinforcing the commitment to innovation and technological development.

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## CASA ARAMIS



Continuing this commitment, between September and December 2024, Aramis promoted an innovative upcycling challenge in partnership with students from the Fashion course at PUC Campinas. The initiative proposed the creation of sustainable pieces from textile scraps stored at Casa Aramis, in São Paulo. The project reinforces the brand's role in environmental awareness and in encouraging circular fashion, in addition to stimulating sustainable thinking since the training of future industry professionals.

With a zero waste approach, that is, the maximum reduction of waste and residues, the project encouraged students to explore new creative possibilities, making maximum use of available scraps and avoiding unnecessary disposal. Furthermore, 70% of the materials used were made of cotton, reinforcing the importance of this fiber for Brazilian fashion and aligning with the brand's commitment to the *Sou de Algodão* movement.

The result: the use and transformation of more than 385 obsolete fabric samples, proving that students' creativity, combined with environmental awareness, can give new life to materials and drive a more sustainable future for fashion.

## Driving a more sustainable future for fashion.

### TRAINING ON SUSTAINABLE COMMITMENTS



#### GRI 2-24

The company's commitments are integrated into organizational strategies, policies and operations.

**Aramis Inc.** therefore offers some trainings for the proper implementation of its commitments:

- **Sou de Algodão:** annual training, aimed at the entire internal public, in person.
- **Sustainability:** aimed at new employees (onboarding), interns, Distribution Center (DC) employees and other internal audiences. Without a specific periodicity, it is made available online.
- **HR Policies:** aimed at all internal employees, the training modality is online and without fixed periodicity.
- **Specific development programs for leaders, potential leaders and other groups** in which cultural attitudes (Respect, Prominence, Collaboration and Belonging) are reinforced, which occur over the course of a semester for each eligible group.

The incorporation of these trainings is overseen by the CEO, who delegates responsibilities for implementing them, based on strategies that include defining goals, identifying the hierarchical levels involved, assigning responsibilities based on skills and competencies, and providing accountability. Also, the company



strives to communicate responsibilities, establish monitoring systems, promote teamwork and adjust responsibilities when necessary, as well as recognize performance.

For 2025, the sustainable culture is expected to be strengthened, with the goal of further increasing the visibility of sustainability for the brand and integrating it into the organizational culture.

## HEALTH AND SAFETY

### GRI 403-1

Occupational health and safety management at **Aramis Inc.** is carried out by a specialized service provider, which ensures compliance with all legal requirements related to the subject. To ensure control and organization of processes, employee documents and exams are managed using occupational management software. This system, with national coverage, has more than 1,500 accredited clinics and partners in all regions of Brazil, serving 100% of the company's employees.

Personal information relating to the worker's health, such as medical and exam histories, is controlled by a third-party company, which operates in compliance with the General Data Protection Law (LGPD). Medical certificates submitted by employees are saved in the Human Resources network, with exclusive access by those responsible for the Personnel department.

Regarding safety, the company has an Internal Accident Prevention Committee (CIPA), sized according to the structure and number of employees at each location. At the central office, the CIPA is made up of five representatives chosen by employees, in addition to five substitutes. There is also a CIPA at the DC and representatives in the stores. The committees are responsible for maintaining safety practices, updating risk maps and managing possible improvements.

Furthermore, in each of the units, there are teams trained to fight possible fires. In December 2024, the company offered training to establish the Fire Brigade, held at Casa Aramis, resulting in 22 people trained.

The Environmental Risk Prevention (PPRA) and Occupational Health Medical Control (PCMSO) programs are carried out by suppliers specialized in the occupational health and safety sector, who also assist the CIPA whenever necessary. Through these two fronts of action, periodic medical examinations are carried out and employees also have access to medical assistance, dental assistance, discounts on psychotherapy sessions, and mental health care.

**Aramis Inc.** offers a healthcare plan to all employees who choose it, with national coverage. The company also promotes lectures on specific dates on health care topics; in 2024, lectures were held on the prevention and treatment of breast and prostate cancer. **GRI 403-6**



### Live broadcasts related to health and safety

In 2024, the company held two live broadcasts on health and safety. On October 8th, it promoted the special live broadcast about Pink October, which was viewed by 69 employees. On November 12th, the special live broadcast on Yellow September was held, bringing together 122 participants. Both initiatives reinforced the importance of raising awareness about self-care.

**69**  
participants in the special Pink October live broadcast

**122**  
participants in the special Yellow September live broadcast

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**BENEFITS AND MENTAL HEALTH**

**GRI 401-2**

Promoting mental health and offering benefits aimed at employee well-being are fundamental pillars for organizational sustainability. The company implemented initiatives such as psychological support through online consultations, access to the *TotalPass platform* for physical activities, and educational benefits aimed at personal development.

Benefits offered include the *TotalPass* platform for access to gyms; educational and well-being benefits, and psychological support with online consultations. There is still a study underway to expand mental health benefits.

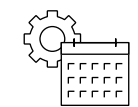
In 2024, there were no recorded work accidents involving Aramis employees or third parties, nor cases of occupational diseases. **GRI 403-10**

Also, a study is underway to expand actions aimed at mental health, reinforcing the commitment to a healthy and balanced work environment. These measures contribute to engagement, productivity and talent retention, aligning with best practices in social responsibility and corporate sustainability.

**OCCUPATIONAL ACCIDENTS GRI 403-9**

	2022	2023	2024
Number of deaths resulting from occupational accidents	0	0	0
Rate of deaths resulting from occupational accidents	0	0	0
Number of occupational accidents with serious consequences (except deaths)	0	0	0
Rate of occupational accidents with serious consequences (except deaths)	0	0	0
Number of occupational accidents requiring mandatory reporting	11	1	0
Rate of occupational accidents requiring mandatory reporting	5.46	0.41	0
Number of hours worked	2,006,576	2,452,560	2,640,000

Note: Base number of hours – 1,000,000. In 2022, we had 11 accidents, 9 of which were on the way to work and 2 of which involved falling objects; in 2023, we reported one accident, without injury, in a store.



**WORKING HOURS AND PLANNED ADAPTATION TO THE 4X1 REGIME**

Following the trend of companies seeking greater sustainability and good corporate practices, **Aramis Inc.** has been adopting the hybrid model in a segmented manner:

- **Coordinators and senior positions:** four days in person, one remote;
- **Experts and assistants:** three days in person, two days remote.



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## DIVERSITY AND INCLUSION



The Diversity and Inclusion area was established a year ago and integrated into the Talent and Transformation structure. At **Aramis Inc.**, there is always room to learn and grow, especially when it comes to creating a more inclusive and diverse environment. Since knowledge is the foundation for this transformation, the company relies on its Diversity and Inclusion Handbook, which serves as a guide of conduct for employees and leadership regarding representation, unconscious biases, accessibility, ableism, among other related topics.

Additionally, in 2024, **Aramis Inc.** held events and lectures from this perspective, referring to the dates of International Women's Day (March 8) and LGBTQIAP+ Pride Day (June 28), with an initial focus on gender and LGBTQIAP+ diversity.

For 2025, expectations are to strengthen diversity and inclusion actions, expanding the impact both inside and outside the company.



## ORGANIZATIONAL CLIMATE SURVEY



In 2024, the company reinforced its commitment to active listening and the well-being of its employees through four organizational climate surveys. With the results, it was possible to closely monitor the team's perception.

In the first survey, carried out in March, a high participation rate – 844 responses among 1,032 invitations – and an overall positive result of 90.9% were reported. Starting in July, the company adopted a new scale from 1 to 5, maintaining an average of 4.1 in the following three surveys, carried out in July, September and December, reinforcing that the company is on the right track.

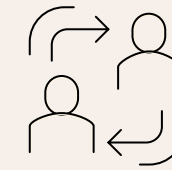
### The **main opportunities for improvement**

detected in surveys throughout the year were:

- matrix infrastructure;
- benefits (meal vouchers and healthcare plan).

### From the results, **actions** were taken **to maintain the effectiveness of people management:**

- expansion of the office with more workstations and conviviality spaces;
- double the value of the meal voucher;
- ongoing research for improvements in the healthcare plan.



### **A+ Way: attitudes encouraged in the day-to-day life of Aramis Inc.**

**#Respect** is the basis of diversity and inclusion. When we respect individual differences, we create a safe environment where everyone feels comfortable expressing their ideas and opinions.

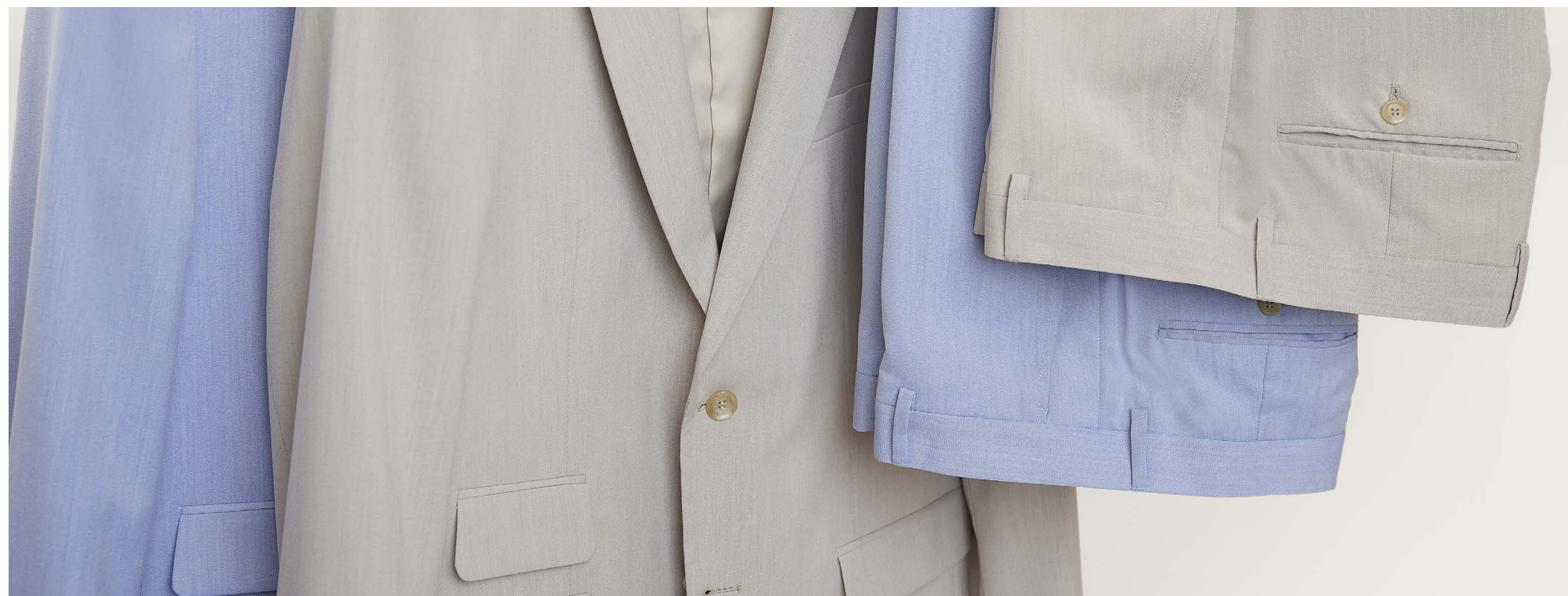
**#Belonging** is connected to inclusion. When people feel valued and accepted, regardless of their differences, they feel like they belong.

**#Collaboration** is enhanced by diversity. When we have a diverse team, we have a variety of perspectives and ideas that can lead to innovative and efficient solutions.

**#Prominence** encourages responsibility and leadership, allowing everyone, regardless of their background or identity, the opportunity to take on leadership roles and contribute meaningfully to the group.

TEAM

In 2024, we had 1,033 employees and 38 workers without an employment relationship, 10 of whom were interns and 11 apprentices, who helped with daily tasks in the company's sectors, learning and gaining practical experience in each area. The others performed tasks related to management, financial management, information technology and cleaning services. Additionally, 100% of our workforce was covered by collective bargaining agreements. **GRI 2-8, GRI 2-30**



POSITIONS AND SALARIES

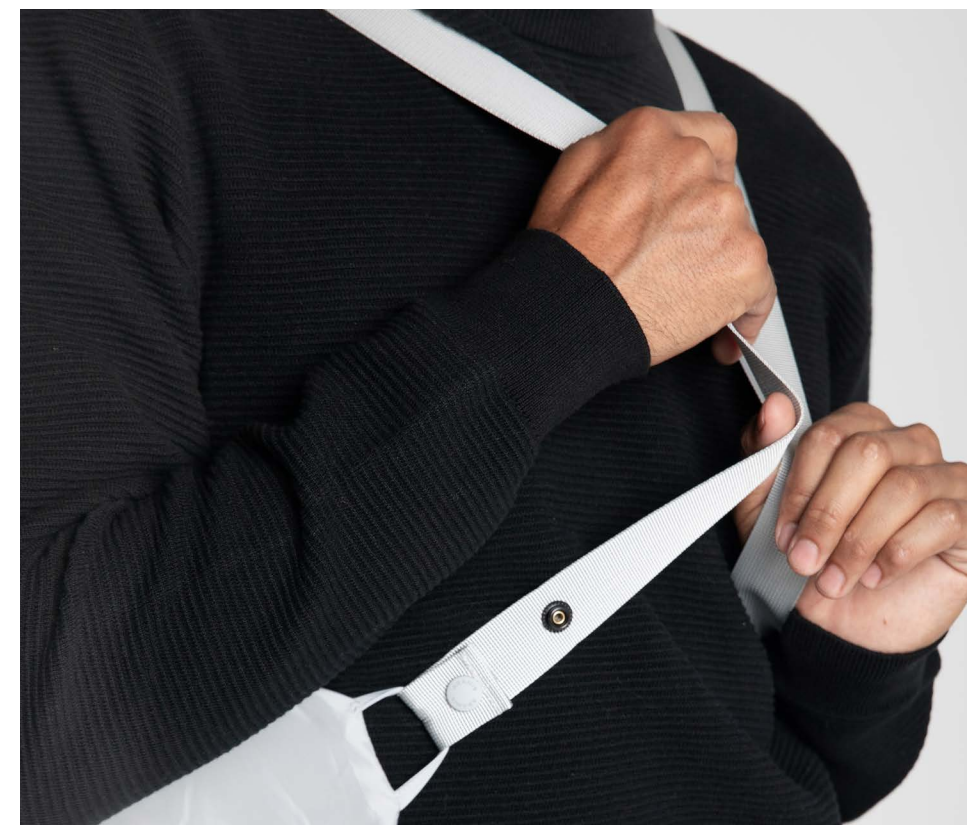


**Aramis Inc.**'s remuneration policy is structured based on a careful analysis of the market and the strategic definition of goals, ensuring alignment with the best practices in the sector. The salary scale undergoes periodic reviews, with annual adjustments to maintain competitiveness and internal equity. This process is conducted by the Compensation area, under the supervision of the Human Resources director, while decisions on the compensation of the CEO's and CFO's direct subordinates are made exclusively by these executives. Shareholders do not directly interfere in remuneration decisions, except in cases involving the CEO and CFO. Furthermore, there is no participation of external consultants in this process. **GRI 2-20**

REDUCTION OF LABOR LAWSUITS



With only 18 active labor lawsuits, **Aramis Inc.** stands out in the retail sector, showing a notable 36% reduction compared to the previous year. This number represents a significant milestone, especially when compared to the market average, where companies of the same size often deal with hundreds of lawsuits. The achievement reflects the commitment of **Aramis Inc.** with excellence in people management and a focus on building a positive work environment.



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**EMPLOYEES BY GENDER GRI 2-7**

	2022	2023	2024
Male	445	534	512
Female	432	484	521
Total	877	1,018	1,033

The data does not consider interns and apprentices, as they are not linked to CLT. All employees work under a permanent contract, full-time and must work full-time hours, regardless of whether they clock in or not. Data extracted from ADP with the asset sheet from 12/31/2024.

**EMPLOYEES BY REGION GRI 2-7**

	2022	2023	2024
North	0	0	0
Northeast	181	188	169
Midwest	119	124	117
Southeast	546	676	713
South	31	30	34
Total	877	1,018	1,033

The data does not consider interns and apprentices, as they are not linked to CLT. All employees work under a permanent contract, full-time and must work full-time hours, regardless of whether they clock in or not. Data extracted from ADP with the asset sheet from 12/31/2024.

**EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS (%) GRI 2-30**

	2022	2023	2024
	100.00%	98.13%	100.00%

Note: The data does not consider interns and apprentices, as they are not linked to CLT.

**PARENTAL LEAVE GRI 401-3**

REQUIREMENTS	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Employees eligible for leave	445	432	534	484	512	521
Employees who took leave in the current year scheduled to end in the current year	6	6	17	7	10	12
Employees who took leave in the previous year scheduled to end in the current year	0	2	0	2	0	3
Employees who took leave in the current year scheduled to end in the following year	0	2	0	7	0	6
Total number of employees who took leave in the current year	6	8	17	14	10	18
Total number of employees who took leave with expectation to return on the current year	6	8	17	9	10	12
Total number of employees who returned to work in the reporting period after the end of leave in the previous year	6	2	17	9	0	3
Total number of employees who did not return to work in the reporting period after the end of their leave	0	8	0	0	0	0
Total number of employees who returned to work after the end of leave and who were still employed 12 months after returning	NA	0	5	6	10	17
Rate of return	100%	100%	100%	100%	100%	100%
Retention rate	NA	75%	71%	75%	NA	NA

Note: Retention rate not available as 12 months have not passed since reported leaves.



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# 03 SUPPLIERS

GRI 2-25, GRI 3-3 Value chain management



**Aramis Inc.** remains responsible for monitoring and managing the textile production chain in terms of socio-environmental risks and impacts, and therefore works to build a positive agenda, maintaining good relationships with its suppliers.

It is attentive to the sustainable development of its supply chain, boosting innovation and the creation of new opportunities. Traceability is a strategic pillar for the company, guaranteeing not only the quality of its products, but also strict compliance with contractual norms and ethical standards, ensuring respect for fashion professionals and the environment.

Thus, for the selection and development of suppliers, the company adopts criteria that include the assessment of production quality, compliance with ethical standards, and certification from the Brazilian Textile Retail Association (ABVTEX).

## Relationship with suppliers based on continuous dialogue, with ethics and responsibility.



This certification is an essential criterion in the supplier selection process of **Aramis Inc.**, as it facilitates the conduction of regular audits to ensure social, labor and environmental compliance, representing the company's main strategy to mitigate risks of compulsory and child labor in its supply chain.

All new suppliers must contractually adhere to the **Aramis Inc.** Code of Conduct for Suppliers, committing to guidelines related to human rights, ethics and anti-corruption, health and safety. In 2024, nine new suppliers were hired, all of which (100%) were evaluated based on social criteria and have ABVTEX certification. **GRI 308-1, GRI 414-1**

To strengthen governance and transparency in this process, it adopts tools such as weekly checking of the status of suppliers in the ABVTEX Program, maintaining an anonymous reporting channel, conducting annual self-declaration surveys, and making periodic visits to production units. It also maps environmental and social risks in the supply chain through an ESG risk matrix, which are addressed by other internal policies and procedures.

The company makes ongoing efforts to ensure that its operations and those of its suppliers are free from risks such as labor rights violations, child labor or exposure of young people to dangerous conditions, while also promoting freedom of association and collective bargaining. **GRI 407-1, GRI 408-1, GRI 409-1**

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## SUPPLIER MANAGEMENT

### GRI 3-3 Value chain management

In 2024, **Aramis Inc.** had 78 active suppliers in the domestic market and 44 of imported products (Tier 1). Among national suppliers, 54% are providers of finished products and 26% of labor; and 76.19% of the company's expenses with suppliers were directed to suppliers located in Brazil. **GRI 204-1**

To manage all commercial partners, in March of the reported year the company structured the Sourcing area, aiming to support the group's expansion through building and strengthening relationships with these professionals. The first innovation promoted by the area was the development of the **Aramis Inc. Supplier Performance Index (IPFA)**, a tool that sets performance and behavior targets for suppliers.

The IPFA was developed based on five essential criteria: Sustainability, Gross Margin Return on Investment (GMROI), Compliance, Quality and Delivery, with the goal of ensuring that purchasing and supply decisions are based on strategic data, in addition to engaging the company's production chain in the search for continuous improvement. IPFA's monthly results serve as a basis for creating internal brand evolution plans.

Additionally, contracts signed with suppliers include clauses related to human rights, the environment and fair negotiation of payments, ensuring fair terms and values. Furthermore, workers in the chain, in negotiations with the employer (Aramis supplier), should not bear any recruitment and selection costs, in accordance with the Employer Pays Principle; any fees charged by the employer are prohibited. Therefore, the contract is accompanied by a supply manual.

**Aramis Inc.** expects its suppliers to fully comply with applicable laws or adopt even more stringent standards in areas such as employee management, facility monitoring, labor documentation, health and safety, and freedom of association, as set forth in its Code of Conduct for Suppliers. To ensure compliance with these principles, the company has an exclusive channel for reporting human rights violations and environmental impacts in its production chain.

The relationship with suppliers ensures, based on continuous dialogue, that negotiations of orders, deliveries and payments take place in an ethical and responsible manner. This engagement makes it possible to identify priority needs, whether financial, operational or related to environmental and labor adjustments. This contact also includes collecting data on supplier satisfaction with the company's procurement department.

Finally, **Aramis Inc.** maintains an updated database with strategic information about its supplier base, reinforcing the transparency and traceability of the production chain.



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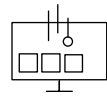
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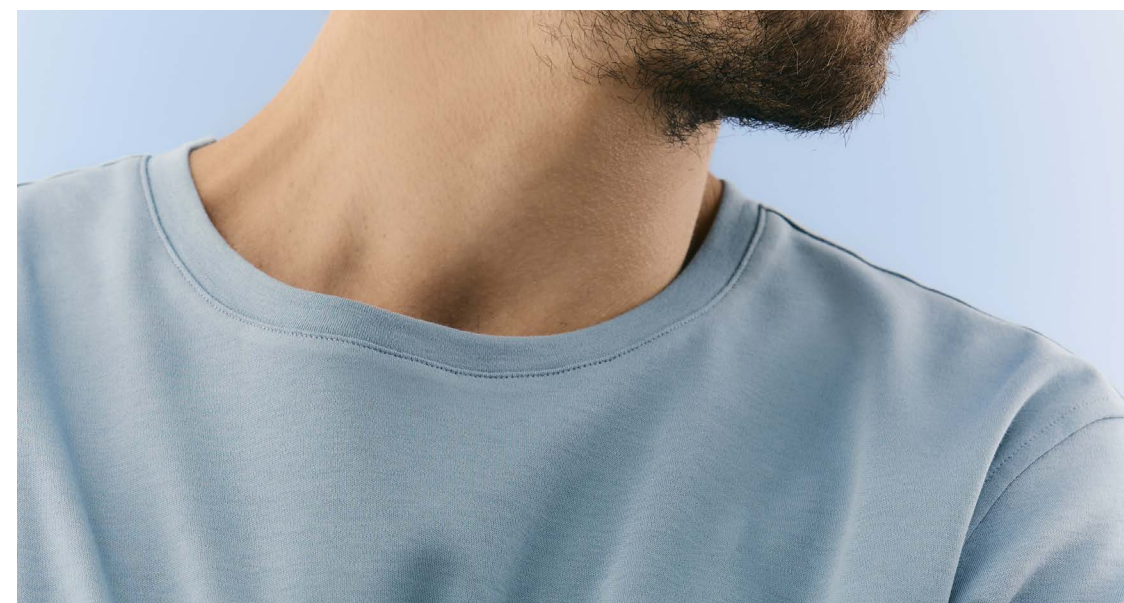


## SUPPLIER PORTAL



To optimize relationships with suppliers, **Aramis Inc.** relies on the Supplier Portal. The platform offers an automated solution, integrated with a messaging app, which allows suppliers to conveniently access information regarding orders, materials sent, delivery times and scheduling.

In addition to providing greater operational control, it also enables efficient management of supplier certification through the ABVTEX platform, ensuring visibility over registration data, documents, audits performed and possible non-compliances. The registration process includes submitting specific documents for registration, signing the contract and the supply manual, adhering to the code of conduct, analyzing ESG risks, and carrying out periodic surveys for continuous monitoring of socio-environmental and governance practices.



## SUPPLIERS CONVENTION



On October 17, 2024, **Aramis Inc.** held, for the first time, the Suppliers Convention, a strategic meeting that brought together its suppliers and business partners for a moment of exchange, alignment and strengthening of relationships. At the event, the company presented the Sourcing area and its representatives, reinforcing its commitment to professional trust.

One of the highlights of the event was the participation of former Olympic athlete Gustavo Borges, who shared his vision of lifestyle and high performance with business partners in an inspiring way.

The meeting made it possible to address the needs of suppliers, as well as foster relationships based on transparency, develop the supplier's sense of belonging to the house of brands, and carry out quality control of the production chain.

Furthermore, the Convention was an important achievement in preparing the company to achieve its revenue target and drive its strategic growth plan until 2026.

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# 04 FOCUS

## ON THE

### CUSTOMER



**Aramis Inc.** recognizes the importance of always exceeding expectations and building lasting relationships with customers by offering a personalized and quality experience. Therefore, managing the relationship with them is a fundamental strategic part, with practices and policies that guarantee adequate and efficient service.

The approach encompasses omnichannel strategies, consumer contact channels, training and development of sales teams, as well as quality inspections in stores and products. The company also has a team focused on solving problems quickly, in integration with the operational team.

#### FITTING ROOM WITH GENERATIVE AI EXPERIENCE



The Aramis store at *Shopping Morumbi*, in São Paulo, reinforced its pursuit of innovation and disruption in the Brazilian fashion market by offering its customers a fitting room equipped with artificial intelligence for a personalized and interactive shopping experience. This innovative technology allows customers to virtually try on clothes, view different combinations of pieces and receive outfit recommendations based on their preferences and purchase history.

**AI-powered experience enhances the experience to try the possibilities of outfits.**

## FIGHT AGAINST PIRACY



**Aramis Inc.** fights against piracy of its products through investigations, law enforcement operations, and legal action. The company hires investigators to identify counterfeit factories and collects evidence for legal proceedings. The company also carries out police operations in conjunction with the police and the Public Prosecutor's Office to seize counterfeit products. Additionally, the company notifies online marketplaces about the sale of counterfeit products and requests the removal of advertisements. In 2024, **Aramis Inc.** helped seize 82,000 counterfeit pieces in anti-piracy operations.

## CREDIT RECOVERY

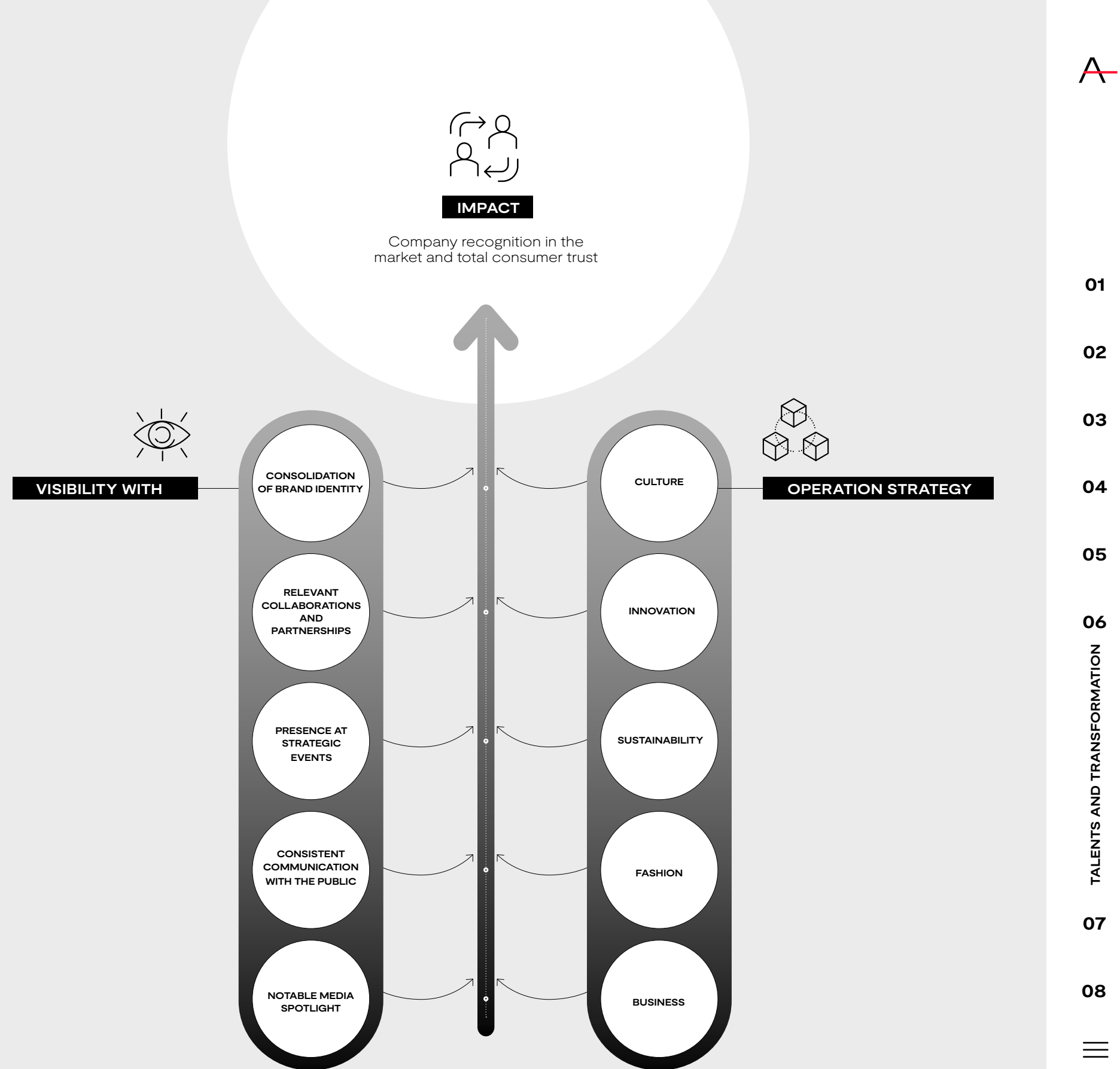


The legal department of **Aramis Inc.** is not limited to traditional functions, and actively works in credit recovery with multi-brand and franchised customers. To this end, it implemented two important tools: the platform *Kronoos*, which performs background checks on CPFs and CNPJs before negotiations begin, and the *Flow* platform, which analyzes the credit risks of multi-brand and franchised customers. With these tools, the company can reduce default and anticipate receivables, reducing its financial risks.

## COMPENSATION CLAIMS BELOW THE INDUSTRY AVERAGE



With a production volume of 3 million pieces and sales of 2.5 million, **Aramis Inc.** registered only 34 civil compensation claims in 2024. This number is considered extremely low, reflecting the high quality of the brand's products and the satisfaction of its customers.



### COLLABORATION COM ALEXANDRE HERCHCOVITCH



Aramis has collaborated with fashion designer Alexandre Herchcovitch. The collection, called *Aramis x Herchcovitch*, had as its logo a mix of the two brands. The idea was to make a stand. Twenty pieces were produced, from t-shirts to jackets, with wider cuts and a color palette including white, black, gray, navy blue and beige. The designer’s signature appeared on the wide hems and back pockets of the darker wash jeans.

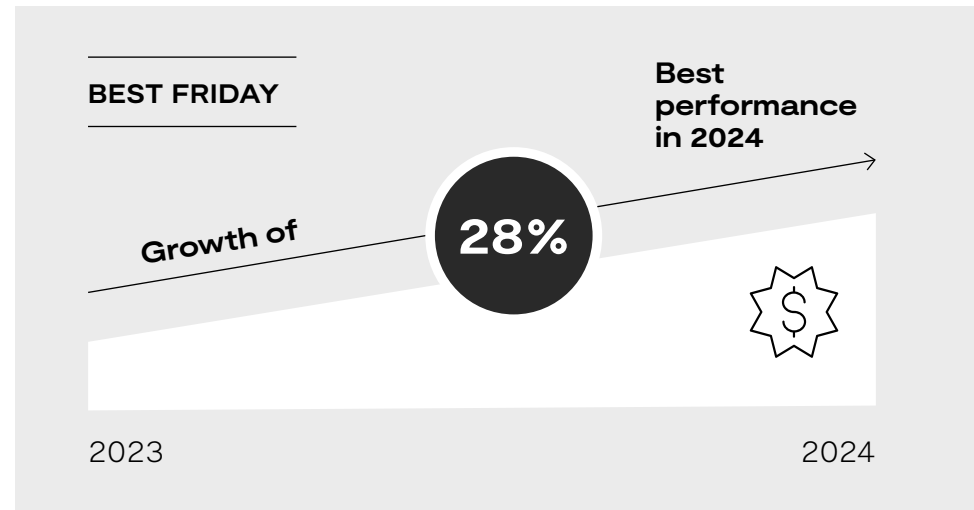
### BEST FRIDAY



With discount promotions throughout November 2024, Aramis and Urban together exceeded industry projections for the commemorative date and gained 30% more customers compared to the same period in 2023. The good results were due to a campaign that reflected the brands’ investment in sales strategies in e-commerce, apps and physical stores.

A digital strategy was also carried out with micro-influencers, who promoted Best Friday and purchase benefits, such as lifetime adjustment of pieces at an additional cost, ease of in-store exchange and pickup, which, with focus on Meta Ads and TikTok Ads, totaled more than 4.4 million views.

Also, Aramis Inc. has established key partnerships, such as with the companies Cognitivo, a data intelligence platform, and Linx, specialized in retail technology, which have contributed to the agility and smooth execution of operations across the various shopping channels.



### PERSONALIZED OMNICHANNEL EXPERIENCE



Aramis invests in a personalized omnichannel experience to offer a fluid and cohesive shopping journey. In it, the brand strategy integrates sales and communication channels, from the first interaction with the brand until the purchase. The personalized omnichannel experience is a service strategy that integrates all of a company’s channels, providing a more fluid and personalized experience for the customer.

### ARAMIS WAY



*Aramis Way* is a blog that has established itself as a successful strategic platform, standing out as an essential tool for strengthening relationships with customers. It is a casual space focused on men’s lifestyle, bringing content about fashion, style, well-being, gastronomy, travel and culture. The space offers style advice, trends, interviews with brand ambassadors and tips, creating an interactive experience and providing inspiration for men looking to stay up to date with the latest news, whether in clothing, health or life experiences.



## COMMUNICATION

In 2024, Aramis sought to strengthen the brand's positioning as a leader in fashion tech, innovation and sustainability in the fashion market.

However, the rebranding journey began in 2020. *Aramis'* new visual identity followed the renewal movement, which seeks to connect with new generations and consolidate itself as a complete and current men's fashion brand.

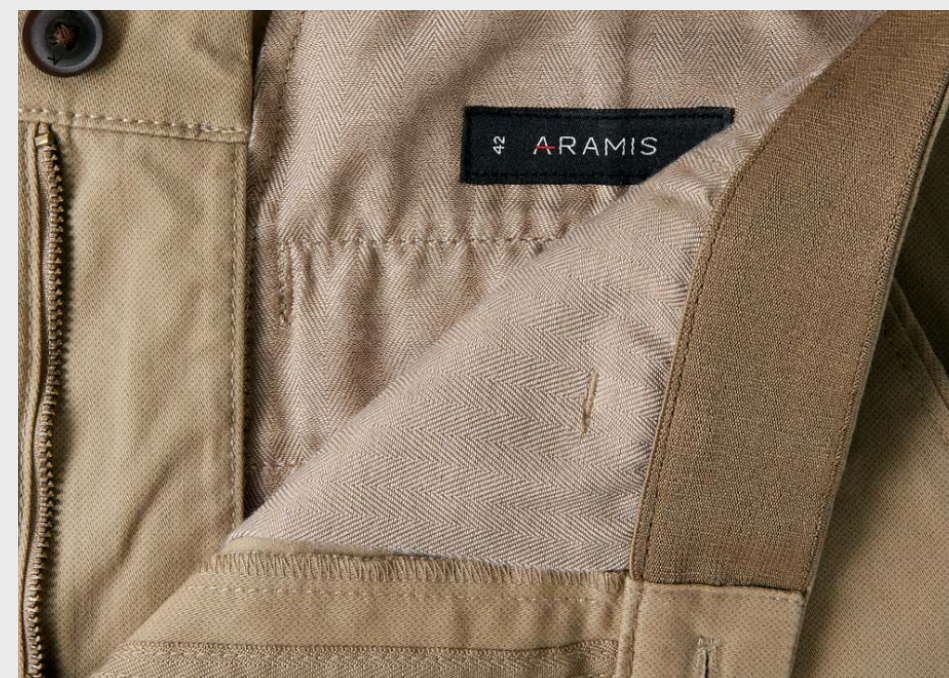
In turn, Urban underwent significant transformations in 2024. Previously integrated into Aramis, it became independent with its own board of directors and leadership, boosting its development. It repositioned its communication with rebranding, updating its visual identity, logo and colors to reflect sophistication and technology. Urban expanded its presence with stores in São Paulo, multi-brand and e-commerce stores, launching its online store in December 2024.

With the aim of creating an emotional connection and dialogue with the public, Aramis seeks to get closer to customers through relevant conversations and interactions, known as conversational branding. The idea was to create a more accessible and palatable brand identity that connects with the public on a personal level and that overflows into the product, service and experience. This strategy also allowed Aramis to show the public its values and history, reinforcing the image of a sophisticated casual fashion brand that cares about quality, experience and connection with the customer, which even justifies the higher prices of its products.



With the aim of offering a more complete and personalized shopping experience, Aramis has implemented several improvements to its sales channels. On e-commerce, the company launched a virtual fitting room that allows customers to try on pieces without leaving home. In physical stores, communication materials have been improved, making the environment more pleasant and informative.

Also, **Aramis Inc.** uses analytics and CRM tools to collect and analyze data on its customers' profile and behavior, which allows it to personalize communication and the shopping journey. The Aramis brand also uses CRM to manage relationships with its customers, offering more personalized and efficient service.



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## HIGHLIGHTED CAMPAIGNS



**Aramis Inc.** adopts a unique positioning strategy, with initiatives that follow market trends and strengthen the brand's presence in special events and in digital communication.

Throughout the year, Aramis invested in creating strategic campaigns for special dates, such as Valentine's Day, Father's Day and Christmas, with the aim of strengthening relationships with customers and boosting sales.

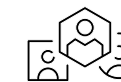
Aramis has as one of its goals to become a reference in products for gifting. To this end, the company launched the campaign *"I hope you get Aramis as a gift"*, which seeks to reinforce the desire for its products. Aramis' marketing strategy has proven effective, as demonstrated by the results of the *Black Friday* in 2024. The company reported the best performance in its history on the date, with growth of 28% compared to 2023 and doubled digital revenue.

Also, Aramis launched successful campaigns such as *"The Perfect Gift"* for Valentine's Day and *"Dad Sweet Home"* for Father's Day, as well as establishing a collaboration with fashion designer Alexandre Herchcovitch.

The campaign with actor Cauã Reymond, a partner of the brand, was one of the highlights of 2024. The actor starred in the Father's Day campaign, which had as its motto *"Dad Sweet Home"*. In addition to Reymond, Aramis also had other brand ambassadors, such as businessman and influencer Joel Jota, who collaborated on a collection for Urban and was one of the highlights of the Father's Day campaign.



## PARTICIPATION IN EVENTS



In 2024, Aramis participated in strategic events in the sector, such as *Iguatemi Fashion Talks*, which contributed to strengthening the brand's credibility, exploring new partnerships and strengthening its positioning and lifestyle among consumers.

In the 8<sup>th</sup> edition of the event, held from October 22 to 23, 2024, a conference took place with a lineup comprised of renowned professionals from the Brazilian and international markets, who addressed topics from the world of fashion, design, sustainability, business and trends. Actor Cauã Reymond and the CEO of **Aramis Inc.**, Richard Stad, were present at a debate on the challenges of rebranding in men's fashion, moderated by journalist Ivan Padilla, from *Exame magazine*.

## MEDIA PRESENCE



In 2024, the Aramis brand strengthened its presence in the media, achieving more than 1,400 insertions in online and printed press vehicles. This visibility was driven by communication strategies focused on culture, innovation, sustainability, fashion and business, strengthening the company's positioning in the market.



**1,400**  
insertions in press  
vehicles

# 05 RELATIONSHIP WITH SOCIETY

**The relationship that Aramis Inc. establishes with society aims to promote the growth of people and transform realities, promoting social actions and donations.**

In 2024, the company worked extensively to support people impacted by heavy rains resulting from the extreme weather event that hit the state of Rio Grande do Sul. In line with the attitudes of Culture, Respect and Collaboration, it donated 6,000 pieces of clothing, including winter items, with the aim of contributing to the well-being of communities affected by the floods. In partnership with Refrigeração Dufrio, these items were delivered to some of the affected families. It also supported 70 partner multi-brand stores, distributed across the 45 municipalities in the South region, deliberating on the collection of bills for the month of May with minimum extension of 45 days on the bills.



**PARTICIPATION IN ASSOCIATIONS**



GRI 2-28

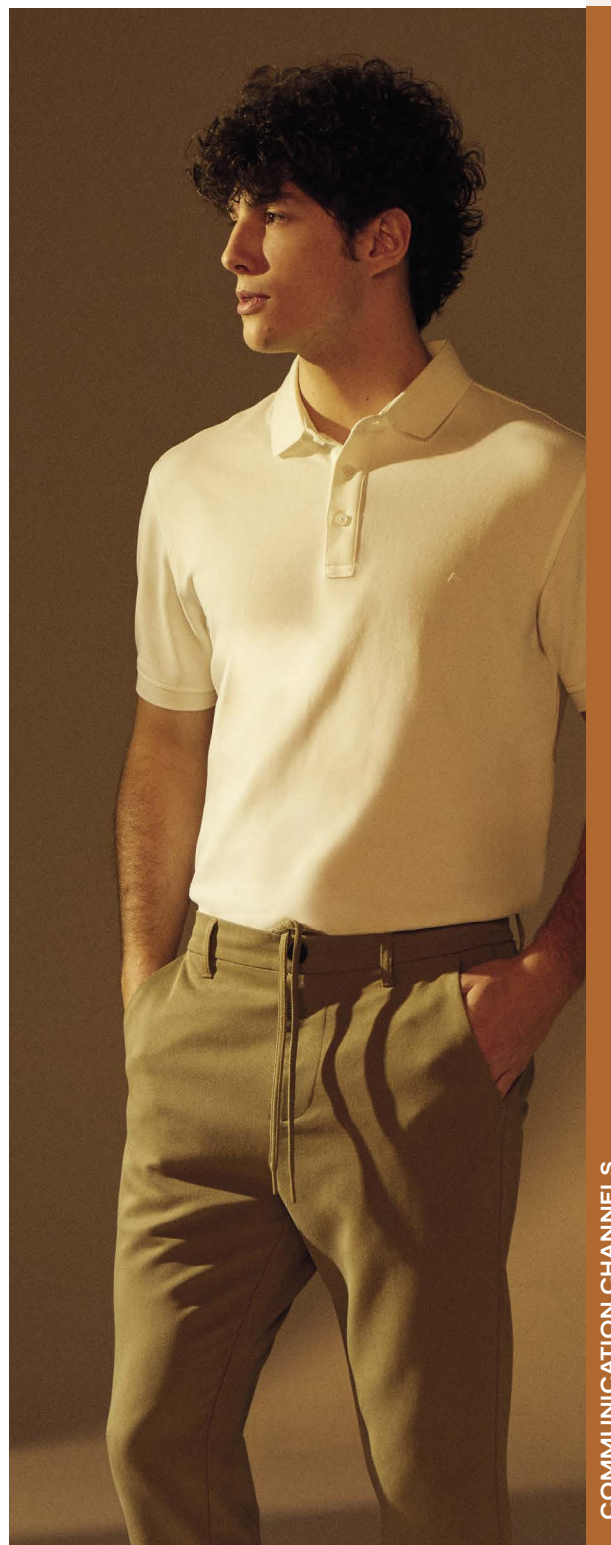
**Aramis Inc.** reaffirms its commitment to social and environmental responsibility by joining associations and organizations of great relevance in the fashion sector.

The company was awarded the *Innovative Workplaces* seal, a recognition that highlights good practices in management, products and services, marketing and processes. Its supply chain is mapped and made available on the *Open Supply Hub*, facilitating access to information and promoting greater transparency in the sector.

Additionally, **Aramis Inc.** is affiliated with the Brazilian Textile Retail Association (ABVTEX) and the Sou de Algodão Movement, promoted by the Brazilian Cotton Producers Association (Abrapa), strengthening its role in building a more sustainable retail sector aligned with the best market practices.

At ABVTEX, **Aramis Inc.** also participates in the sector's strategic discussions and has actively contributed, since 2019, to the improvement of the ABVTEX Program, influencing public policies and market trends, as well as ensuring that 100% of its Tiers 1 and 2 Suppliers are approved in the program audits, ensuring high standards of compliance and responsibility in the production chain.

It also collaborates with the *Fashion and Climate Guide*, in the preparation of Greenhouse Gas inventories, promoting sustainability in the fashion industry.



COMMUNICATION CHANNELS



**Communication and relationship channels**

<p><b>Social media:</b> Instagram, YouTube, Facebook, TikTok and LinkedIn</p>	<p><b>On-site visits to suppliers</b></p>
<p><b>Customer service channels:</b> SAC, WhatsApp, email, telephone call center, call opening, request for exchange or return</p>	<p><b>Participation in associations</b></p>
<p><b>Portal Aramis Way</b></p>	<p><b>Reclame Aqui</b></p>
<p><b>Consultations with stakeholders for ongoing assessment of material topics</b></p>	<p><b>Franchisee Portal</b></p>
<p><b>Portal Aramis Way</b></p>	<p><b>Supplier Portal</b></p>

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# CONSCIOUS FASHION



**ENVIRONMENTAL PERFORMANCE**



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# CONDUCT AND EFFICIENCY

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**Commitment to making fashion and building connections that respect the planet and strengthen the collective journey towards a more conscious future.**

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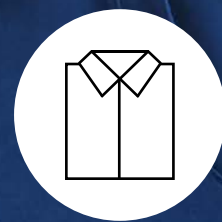
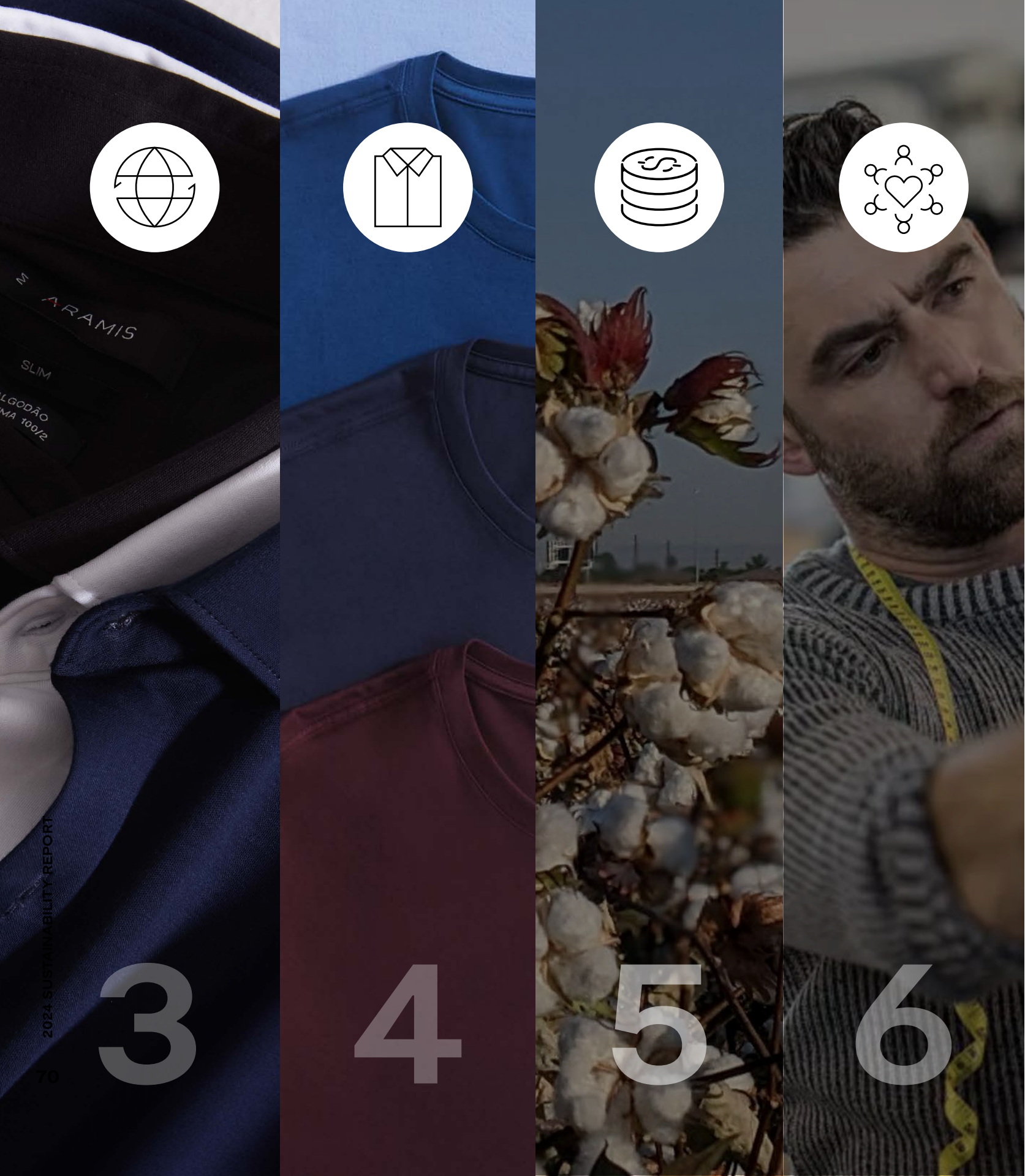
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## ENVIRONMENTAL PERFORMANCE



The goal is to ensure increasingly ethical and sustainable fashion, combining innovation, supplier control and the use of responsible raw materials. The company integrates sustainability into its business strategy through partnerships with environmental movements that reinforce its commitment to conscious production, mitigating impacts throughout the entire lifecycle of products.



- SUSTAINABILITY**  
integrated into the business strategy
- TECHNOLOGICAL**  
and eco-responsible fabrics
- GHG**  
GHG emissions inventory for the fifth consecutive year
- RESOURCES**  
Awareness and efficiency in the use of resources



click on the images to learn more about each area

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# 01 RESPONSIBLE OPERATION

**Aramis Inc.** is aware of the importance of risk and reputation management, implementing measures to avoid crises in the fashion chain. To this end, the company adopts a rigorous purchasing and supplier policy, constantly monitors the brand and prepares for crisis situations through press relations. Additionally, executives undergo media training to be prepared for moments of strategic exposure.

To ensure a responsible future, **Aramis Inc.** aims to grow and mature, with sustainability integrated into its business strategy – sustainability goals aligned with the company’s goals, improved data collection and management, enabling the use of sustainable materials without compromising margins, and creating an organizational culture increasingly focused on sustainability.

Despite the internal interest in sustainability, Urban faces some challenges. The lack of formal incentives, the difficulty in obtaining structured data for decision-making, and the high cost of sustainable materials make it difficult to implement more sustainable practices. Furthermore, the company seeks to align its discourse with practice, avoiding so-called greenwashing.

**Broad sustainability strategy that seeks to balance commercial expansion and environmental responsibility.**



For 2025, the company’s priority is to structure a new contract for carriers, ensuring greater efficiency in logistics and alignment with sustainable practices. Also, more rigorous monitoring of CO<sub>2</sub> emissions will be implemented, aiming to measure and reduce the environmental impact of operations.




# 02 TECHNOLOGICAL AND SUSTAINABLE FABRICS

GRI 2-25, GRI 3-3 More sustainable products, GRI 3-3 Innovation and technology



**On a journey to strengthen sustainability, Aramis Inc. produces pieces with raw materials of natural origin.**

**Aramis Inc.** is in constant movement of organic expansion, making acquisitions and investments in new technologies that boost its business and using the support of professionals and partner companies to develop and sustain innovation in a safe and continuous way in its operations.

Therefore, the company operates on a journey of evolution to strengthen its sustainability pillar and generate a positive impact on society. Part of this commitment involves building partnerships with institutions that share the same vision of a more sustainable future for fashion, as well as the use of sustainable raw materials in the production of the brands' pieces.

Aramis' pieces are produced by suppliers specialized in manufacturing the ordered items, using raw materials – many of natural origin – such as fabrics and trimmings. Throughout the entire product lifecycle, from production to disposal, there is high potential for environmental impact, making continuous management and monitoring essential to understand and mitigate these effects.

Committed to the best sustainability practices, the company works in partnership with its suppliers and ABVTEX, ensuring the adoption of rigorous standards throughout the production chain. To mitigate socio-environmental risks, **Aramis Inc.** maintains control over *Tier 1* and *2* suppliers

obtaining and maintaining the ABVTEX seal, which include manufacturers of finished products, laundries, embroidery, cutlery and printing. The audits conducted by the program assess essential environmental criteria, such as the regularity of licenses and the management of waste and effluents, reinforcing the company's commitment to more responsible and sustainable fashion.

**Aramis Inc.** reaffirms its commitment to valuing cotton as one of its main raw materials and reinforces its presence in the sector by joining the *Sou de Algodão Movement*, an initiative of the Brazilian Cotton Producers Association (Abrapa). Since 2022, this partnership has encouraged the use of national cotton in products from brands that are part of the company, producing responsibly and in a way that is essential for the economy.

The company has also been investing increasingly in textile innovation, with the use of materials such as biodegradable polyamide and recycled polyester, which represent a significant advance in meeting the growing demand for responsible fashion. Biodegradable polyamide maintains the high performance and comfort of the pieces, with the advantage of decomposing more quickly, reducing the environmental impact of discarded textile waste and at the end of the product's lifecycle. Recycled polyester, on the other hand, turns plastic waste into high-quality fabrics, minimizing dependence on virgin raw materials and reducing the carbon footprint of production.

**TEXTILE INNOVATION AND RESPONSIBLE FASHION**

FASHION INDUSTRY	ARAMIS AND URBAN IN 2024
Virgin polyester derived from petroleum	Recycled polyester made from plastic waste
Common non-biodegradable polyamide	Biodegradable polyamide decomposes faster in the environment
Fabrics that required frequent washing and ironing	Polygiene anti-odor, antibacterial, does not require ironing and reduces washing
Synthetic fabric with low breathability	Tech Outlast regulates temperature, dries quickly, protects against UV rays
Synthetic and non-renewable fibers	Tencel botanical fiber, compostable and biodegradable
Manual production with more waste of raw materials	3D Printing more precision, less waste and new design possibilities
Fabrics with little functionality	Smart fabrics UV protection, water repellency, stain resistance, etc.
High water and energy consumption throughout the use of the pieces	Technological materials that save resources during their use life

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Aramis and Urban use innovative technological fabrics, such as Polygiene, Tech Outlast and TENCEL, to offer comfort, protection, sustainability and style in their clothing. Polygiene, a polyamide and elastane fabric, inhibits odors and sweat marks, in addition to being antibacterial and anti-odor, does not need to be ironed, and contributes to saving water and energy. Tech Outlast is a multifunctional fabric that regulates body temperature, inhibits odors, protects against ultraviolet rays, dries quickly, does not wrinkle, and is biodegradable. TENCEL, in turn, is an eco-responsible botanical fiber produced from eucalyptus wood pulp, being compostable and biodegradable.

Also, the smart fabrics used by the company in its productions offer stain resistance, water repellency, UV protection, and the ability to regulate body temperature. Reinforcing its commitment to innovation, Aramis has a partnership with *Santaconstancia*, which applies advanced technology to transform yarn into fabric, ensuring even greater quality and performance for its pieces.

The technology adopted by the Aramis and Urban brands has allowed fashion designers to experiment with new techniques and materials. 3D printing, for example, has been used by the company to create garments that would previously have been impossible to produce manually. Also, time and money are saved by printing clothing prototypes that can be tested before being developed. The “smart” fabrics used allow this technology to transform clothing to have properties such as stain resistance, water repellency, UV protection and even the ability to regulate body temperature.

## MORE SOLUTIONS



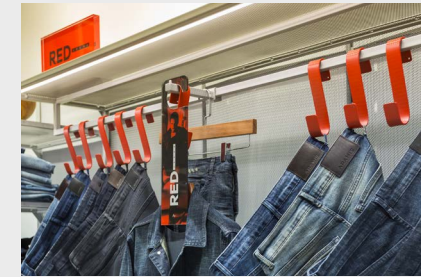
### Modal Lenzing

Mass-dyed modal fabric, certified by *Lenzing*, whose manufacturing process reduces water consumption.



### Lyocell

Sustainable natural yarn, obtained from cellulose from the pulp of reforested trees, such as eucalyptus, through a production process that uses little water and does not generate toxic by-products.



### RED Jeans Line

Denim items made with noble materials, long-lasting elasticity and production that minimizes environmental impacts through the reuse of water, laser and ozone processing, and the use of ecologically safe chemical products.



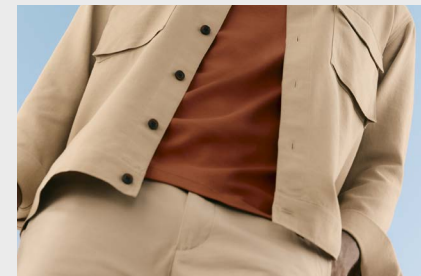
### Sustainable shoe soles

Production with flexible rubber from recycled plastics, with some models having uppers made from a blend of recycled cotton and PET bottles.



### EcoSimple Fabric

Use of 100% recovered and recycled materials in shirts, with natural fibers and no added dyes or chemicals.



### Natural dyes

T-shirts made from cotton dyed with natural dyes extracted from seeds, plants and bark.



### Tech Recycle+ Knitted Fabric

Knitted shirts with silicone finish produced from discarded accessories, such as cell phone cases, pacifiers and kitchen utensils. For every ten shirts, one plastic accessory is reused and removed from the environment.

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# 03 ENVIRONMENT

GRI 2-25

## Mapping of GHG emissions to enable reduction and compensation strategies, as well as intelligent control of waste management.

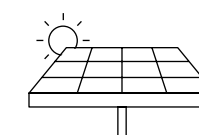
The fashion industry has activities that negatively impact the environment. Its manufacturing processes are intensive in water, greenhouse gas emissions and chemicals. The production of raw materials also involves crops and processes that negatively impact the environment due to the intense use of water and agrochemicals.

**Aramis Inc.** has included in its Sustainability Policy the commitment to act in an environmentally responsible manner. Thus, it seeks to:

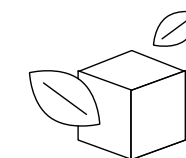
- understand the impacts of its activities and products on the environment and applicable legislation;
- understand and minimize the risks of activities and products on the environment, as well as climate risks and other environmental conditions that affect the business;
- establish efficiency in the use of resources (water, energy, materials);
- create and develop products with fabrics and processes that guarantee less environmental impact.

The company reinforces its commitment to sustainability by ensuring that 66% of the energy used in the Distribution Center (DC) comes from solar panels. This initiative not only reduces the carbon footprint, but also strengthens the adoption of renewable sources in the operation. Furthermore, all cardboard packaging used in the DC is recycled, promoting the circular economy and minimizing the environmental impact of the waste generated. The company also maps GHG emissions to enable reduction and compensation strategies, and also maintains intelligent control of waste management.

Operations management is conducted using management software and control documents that allow processes, teams and results to be monitored, ensuring efficiency and transparency. The main project progresses and indicators are shared weekly between the different teams, ensuring strategic alignment. This meeting includes a moment dedicated exclusively to the sustainability agenda, promoting internal engagement and reinforcing the company's commitment to this agenda.



**66%**  
of the energy used in the DC coming from solar panels



**100%**  
of recycled cardboard packaging used in the DC

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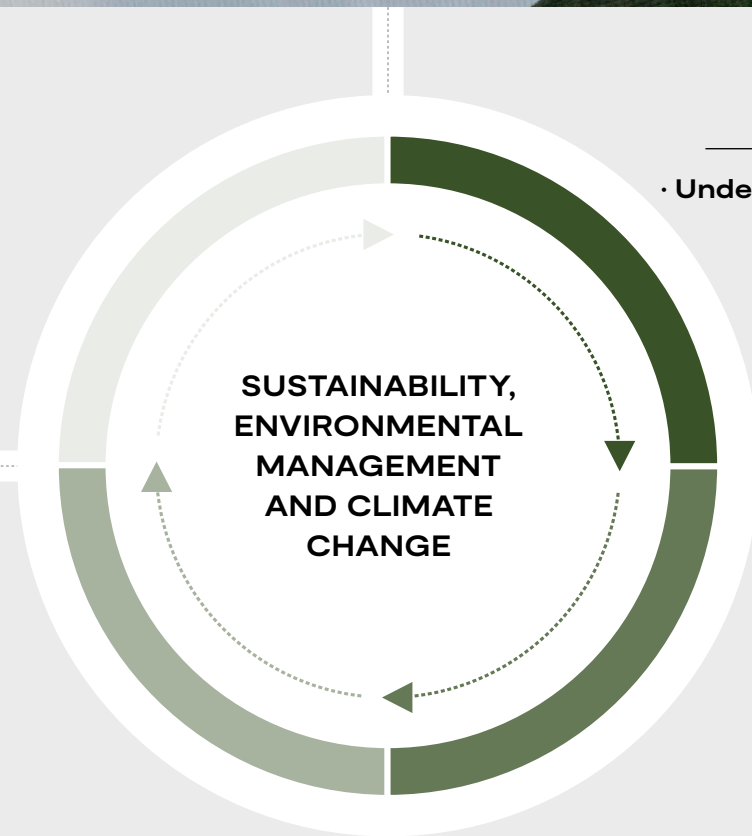
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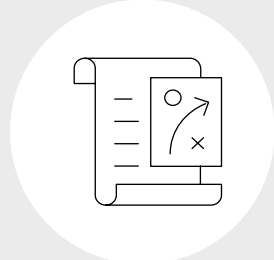


### TEXTILE WASTE MANAGEMENT



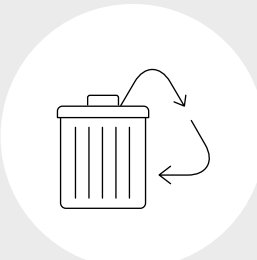
- Technical sheets and quality inspection to avoid waste in production.
- Defective or unsold products: internal bazaar, upcycling, reuse.

### SUSTAINABILITY POLICY



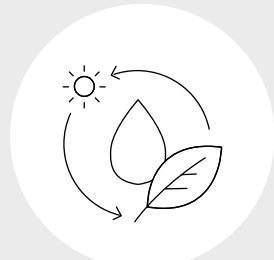
- Understand and minimize environmental impacts and risks.
- Focus on environmentally responsible action.
- Use natural resources efficiently (water, energy, materials).
- Develop products with less environmental impact.

### WASTE REDUCTION



- Elimination of disposable plastics in the office.
- Distribution of reusable bottles to employees.
- Separation of waste in stores and at headquarters.

### NATURAL RESOURCES



- 66% of the DC's energy is derived from solar panels.
- 100% of cardboard packaging is recycled.
- Intelligent control of waste management.
- Mapping of GHG emissions for reduction and compensation.



## WASTE REDUCTION



Reinforcing the company's commitments to the environment, some initiatives have been implemented in **Aramis Inc.**'s operations throughout 2024 to reduce waste and raise employee awareness:

- elimination of disposable plastics in the corporate space (cups, plates, cutlery);
- distribution of reusable bottles to employees;
- separation of waste in stores and at headquarters.

Such measures confirm the growing path towards sustainability at **Aramis Inc.**, which also includes expansion of the company's physical space, for greater comfort of employees.



## CLIMATE CHANGE



### GRI 201-2, GRI 3-3 Climate change and resilience

Climate change negatively impacts the economy, the environment and people. For the fashion segment, the adverse effects of extreme weather events can affect raw material costs and even their supply, which can directly impact product prices. The potential impacts can also be felt by people, victims of major natural disasters, which are becoming increasingly frequent due to climate change caused by human action. In this area we can mention climate injustice, which mainly affects communities and individuals in vulnerable situations.

The company monitors and assesses climate risks that may impact its operations, including: extreme weather events, with the potential to damage facilities and disrupt the workforce; impacts on agriculture and the economy, which may result in shortages and increased costs of inputs; and regulatory and political uncertainties arising from climate change. Additionally, the difficulty in carrying out predictive analyses on extreme weather events represents a direct risk to the company's revenues.

At the same time, **Aramis Inc.** maintains a strategic vision aimed at the opportunities that emerge in this context, focusing on the use of more sustainable and recycled raw materials, which require less energy consumption and generate fewer GHG emissions. The company's initiatives include investments in renewable energy, energy efficiency, sustainable agriculture and transportation, as well as participation in carbon markets, reinforcing its commitment to reducing costs and optimizing resources.



**IMPACTS ON BIODIVERSITY**

**GRI 304-2**

To prevent potential damage to biodiversity, **Aramis Inc.** adopts measures to ensure that its Tier 1 and 2 suppliers obtain and maintain the ABVTEX seal. During audits, ABVTEX specialists analyze fundamental environmental criteria, such as the regularity of licenses and the effectiveness of waste and effluent management. Also, the company only partners with suppliers that exceed minimum regulatory requirements and adopt good practices in their operations, such as using renewable energy sources, maintaining water treatment systems, and obtaining additional environmental certifications.

Additionally, **Aramis Inc.** conducts an annual survey with its suppliers, mapping sustainable initiatives and deepening understanding of the impacts of different activities throughout the production chain.

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**EMISSIONS INVENTORY**



In 2024, **Aramis Inc.** consolidated its commitment to environmental management by carrying out, for the fifth consecutive year, an inventory of greenhouse gas (GHG) emissions. With a base year of 2020, the inventory uses the GHG Protocol Tool as a reference for emission factors and global warming potentials (GWP), following the established standards and methodologies. In 2024, the inventory underwent third-party verification, further reinforcing the transparency of the process.



**TOTAL DIRECT AND INDIRECT GHG EMISSIONS (IN tCO<sub>2</sub>e) GRI 305-1, 305-2, 305-3**

	<b>2024</b>
<b>DIRECT EMISSIONS (SCOPE 1)</b>	<b>8,981</b>
Stationary combustion (diesel consumption in generators)	1,076
Mobile combustion (diesel consumption in vehicles)	7,893
Fugitive emissions (CO <sub>2</sub> refilling in fire extinguishers)	0.012
<b>INDIRECT EMISSIONS (SCOPE 2)</b>	<b>110,027</b>
Location – Consumption of electricity from the mains	110,027
<b>BUSINESS TRIPS (SCOPE 3)</b>	<b>56,991</b>
Distance traveled on short distance trips (d ≤ 500km)	10,792
Distance traveled on trips – long distance (d > 3,700km)	0.000
Distance traveled on trips – average distance (500km < d ≤ 3,700km)	46,176
Trips by taxi/ride-hailing car	0.022
<b>TOTAL</b>	<b>175,999</b>



WASTE

GRI 306-1, 306-2



**Aramis Inc.**'s waste management is conducted strategically, in partnership with its suppliers, who are committed to continuous process optimization. The use of detailed product sheets and validation of pilot pieces allows for agile and efficient adjustments, minimizing waste generation and avoiding excessive production of pieces.

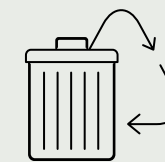
Management begins upon receipt of products. If damage is identified, the pieces are stored in the Distribution Center until the most appropriate destination is defined. The quality inspection process prevents the accumulation of defective items, ensuring that, when returned to suppliers, they can be reused or correctly disposed of.

As for unsold products and/or products with defects not previously identified, **Aramis Inc.** explores different ways of disposing of them, such as holding internal bazaars within the company to sell pieces with minor defects and carrying out upcycling. In 2024, approximately 100,000 pieces stored in the DC were listed as awaiting proper disposal.

WASTE (TONS) GRI 306-3, GRI 306-4

	2023	2024
Class II Waste (Non-Hazardous)	61.53	108.65
Paper	0.92	1.69
Plastic	0.15	0.35
Glass	0.04	0.00
Metal	0.05	0.02
Cardboard	60.37	106.59

Note: 100% of waste is destined for recycling outside the organization. We do not produce Class I (Hazardous) waste.



**Program established in early 2025 to manage waste in an integrated manner across Aramis Inc. operations.**

- Organic and recyclable waste is disposed of according to the collection available at the location (collections from the city government and/or shopping malls).
  - On the cardboard packaging used to transport the pieces, mapping and compensation were carried out, as required by state legislation.
  - In the plastic packaging used to transport pieces and in product sale, a mapping of alternative materials was carried out for later replacement.
  - Electronic waste is concentrated in the office in São Paulo and, once a certain quantity has accumulated, a procedure is carried out to verify suppliers that work with the correct disposal; the verification process includes checking environmental licenses and documentation.
- For textile waste, the reduction strategy focuses on five aspects:
- maintenance of a lifetime adjustment service for Aramis pieces, extending their use life. The fabric scraps generated, due to their small volume, are stored in stores to be used in possible adjustments;
  - no Aramis piece is sent for disposal. They are distributed through outlets and other channels, with price revisions until they are sold;
  - defective pieces are reused, by reusing the fabric fibers to make new fabrics and pieces;
  - pilot pieces and samples are not discarded, but are sold in internal bazaars;
  - more efficient inventory model, with a lean assortment, adapted to demand and increased turnover.



INTEGRATED WASTE MANAGEMENT



# GRI CONTENT INDEX

**STATEMENT OF USE**

Aramis Inc. reported in compliance with the GRI Standards for the period from January 1<sup>st</sup> to December 31, 2024.

**GRI 1 USED**

GRI 1: Foundation 2021

**APPLICABLE GRI SECTOR STANDARD**

Not applicable.

01

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GENERAL DISCLOSURES</b>						
<b>GRI 2: General Disclosures 2021</b>	2-1 Organization details	13				
	2-2 Entities included in the organization's sustainability reporting	All entities are present in the financial reporting and in the sustainability reporting.				
	2-3 Reporting period, frequency and contact point	4				
	2-4 Restatements of information	Information published in the previous cycle was not reformulated.				
	2-5 External assurance	The report has not undergone external assurance.				
	2-6 Activities, value chain and other business relationships	13				
	2-7 Employees	57				
	2-8 Workers who are not employees	56				
	2-9 Governance structure and composition	22-24				
	2-10 Nomination and selection of the highest governing body	24				
	2-11 Chair of the highest governance body	The chair of the organization's highest governance body holds an executive position within the company. In addition, he plays an advisory role in colleagues' companies, with the aim of fostering networking and brand exposure. To prevent and mitigate potential conflicts of interest, the organization implements clear policies and procedures, promotes the disclosure and transparency of actions and sustains a strong organizational culture that prioritizes integrity and ethics in business.				
	2-12 Role of the highest governance body in overseeing the management of impacts	25				
	2-13 Delegation of responsibility for managing impacts	25-26				
	2-14 Role of the highest governance body in sustainability reporting	4				

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GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GRI 2: General Disclosures 2021</b>	2-15 Conflicts of interest	The company is based on a solid organizational culture and clear policies and procedures. However, conflicts of interest are not disclosed to stakeholders due to the lack of available or complete information about these cases. There are no specific measures or deadlines established for obtaining and disclosing this information.				
	2-16 Communication of critical concerns	Critical concerns are communicated to the highest governance body, following a clear procedure that includes formal board meetings, regular top management updates, financial performance presentations, strategic reviews and business plans.				01
	2-17 Collective knowledge of the highest governance body	To expand knowledge about sustainable development in the highest governance body, measures were adopted, such as participation in international networks, access to updated information on sustainability, and the implementation of internal communication enriched with relevant content on sustainability. These actions aim to integrate and reinforce the importance of sustainable practices in leadership and strategic decision-making.				02
	2-18 Evaluation of the performance of the highest governance body	The company does not carry out an evaluation of performance of its highest governance body in relation to the supervision of impacts on the economy, the environment and people.				03
	2-19 Remuneration policies	Policy not available.				04
	2-20 Process to determine remuneration	56				05
	2-21 Annual total compensation ratio	-	The entire disclosure.	Confidential information.	Confidential information.	06
	2-22 Statement on sustainable development strategy	7-8				07
	2-23 Policy commitments	25-28				08
	2-24 Embedding policy commitments	52				
	2-25 Processes to remediate negative impacts	25, 28, 58, 72, 74				
	2-26 Mechanisms for seeking advice and raising concerns	28				
	2-27 Compliance with laws and regulations	In 2024, there were four administrative fines, totaling R\$93,178.66, as a result of infraction reports issued by the Ministry of Labor, due to non-compliance with the reduced working hours stipulated by individual agreement or collective bargaining, related to the Emergency Benefit for the Preservation of Employment and Income, and the failure to record employees' working hours.				
	2-28 Membership associations	67				
	2-29 Approach to stakeholder engagement	48				
	2-30 Collective bargaining agreements	56, 57				

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>MATERIAL TOPICS</b>						
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	5				
	3-2 List of material topics	6				
<b>VALUE CHAIN MANAGEMENT</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	58, 59				
<b>GRI 204: Procurement practices 2016</b>	204-1: Proportion of spending on local suppliers	59				8
<b>GRI 308: Supplier environmental assessment 2016</b>	308-1: Environmental screening of new suppliers	58				
	308-2: Negative environmental impacts in the supply chain and actions taken	The company does not have continuous monitoring of supplier compliance or external auditing, using ABVTEX certification mechanisms.				
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	58				8
<b>GRI 408: Child Labor 2016</b>	408-1: Operations and suppliers at significant risk for incidents of child labor	58				5, 8, 16
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	58				5, 8
<b>GRI 414: Supplier social assessment 2016</b>	414-1: New suppliers that were screened based on social criteria	58				5, 8, 16
	414-2: Negative social impacts in the supply chain and actions taken	The company does not have continuous monitoring of supplier compliance or external auditing, using ABVTEX certification mechanisms.				5, 8, 16
<b>DATA PRIVACY AND SECURITY</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	29				
<b>GRI 418: Customer Privacy 2016</b>	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	29				16
<b>HUMAN CAPITAL DEVELOPMENT</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	49-52				

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GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GRI 401: Employment 2016</b>	401-1: New employee hires and employee turnover	50				
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	54				
	401-3: Parental leave	57				5, 8
<b>GRI 403: Occupational health and safety 2018</b>	403-1: Occupational health and safety management system	53				8
	403-6: Promotion of worker health	53				6
	403-9: Work-related injuries	54				3, 8, 16
	403-10: Work-related ill health	54				3, 8, 16
<b>GRI 404: Training and education 2016</b>	404-1: Average hours of training per year per employee	50				4, 5, 8, 10
	404-2: Programs for upgrading employee skills and transition assistance programs	50-52				8
	404-3: Percentage of employees receiving regular performance and career development reviews	51				5, 8, 10
<b>ETHICS AND TRANSPARENCY</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28				
<b>GRI 201: Economic performance 2016</b>	201-1: Direct economic value generated and distributed	44				8, 9
	201-4: Financial assistance received from government	The company did not receive any type of government assistance or incentive in 2024.				
<b>GRI 205: Anti-Corruption 2016</b>	205-2: Communication and training about anti-corruption procedures and policies	The company does not have a specific anti-corruption policy. The topic is part of the Code of Conduct, communicated to 100% of employees and suppliers.				16
	205-3: Confirmed incidents of corruption and actions taken	In 2024, a case of attempted embezzlement of payment in private corruption was identified based on a client complaint, resulting in the dismissal of the person involved. In 2022 and 2023 there were no such cases.				16
<b>GRI 206: Anti-competitive behavior 2016</b>	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	As in the previous year, in 2024 there were no legal actions on this topic.				16
<b>GRI 207: Tax 2019</b>	207-1: Approach to tax	44				1, 10, 17
	207-2: Tax governance, control, and risk management	44				1, 10, 17
	207-3: Stakeholder engagement and management of concerns related to tax	44				1, 10, 17

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GRI 417: Marketing and Labeling 2016</b>	417-1: Requirements for product and service information and labeling	The requirements for product and service information and labeling are met, including the origin of the components. In terms of compliance, 100% of significant categories of products or services are subject to the organization's assessment procedures.				12
	417-3: Incidents of non-compliance concerning marketing communications	In 2024, there was a case of warning for non-compliance with the voluntary code (Conar) in a social media post, which was immediately resolved.				16
<b>CLIMATE CHANGE AND RESILIENCE</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	77				
<b>GRI 201: Economic performance 2016</b>	201-2: Financial implications and other risks and opportunities due to climate change	77				13
<b>GRI 305: Emissions 2016</b>	305-1: Direct (Scope 1) GHG emissions	78				3, 12, 13, 14, 15
	305-2: Energy indirect (Scope 2) GHG emissions	78				3, 12, 13, 14, 15
	305-3: Other indirect (Scope 3) GHG emissions	78				3, 12, 13, 14, 15
<b>INNOVATION AND TECHNOLOGY</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	39, 72				
<b>MORE SUSTAINABLE PRODUCTS</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	72				
<b>GRI 304: Biodiversity 2016</b>	304-2: Significant impacts of activities, products and services on biodiversity	78	Item b	information not available	The company does not have the information requested.	6, 14, 15

GRI STANDARD	DISCLOSURES	LOCATION	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GRI 306: Waste 2020</b>	306-1: Waste generation and significant waste-related impacts	79				3, 6, 11, 12
	306-2: Management of significant waste-related impacts	79				3, 6, 8, 11, 12
	306-3: Waste generated	79				3, 6, 11, 12, 15
	306-4: Waste diverted from disposal	79				3, 11, 12
	306-5: Waste directed to disposal	There was no direction in the 2024 cycle.				3, 6, 11, 12, 15

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GRI CONTENT INDEX

# ARAMIS

# URBAN

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