

ARAMIS INC.

SUSTAINABILITY REPORT

2025

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Aramis Inc. has established itself as a true *House of Brands*, expanding its presence in the men's fashion market and strengthening its organizational maturity through more robust processes, sustainability, enhanced governance and a solid corporate culture.

In 2025, as it celebrates 30 years of the Aramis brand, the Company reaffirms its leadership and definitively positions itself as a comprehensive men's lifestyle platform in Brazil.

ARAMIS ^{ARAMIS}next URBAN



Learn More
aramis.com.br/sustentabilidade

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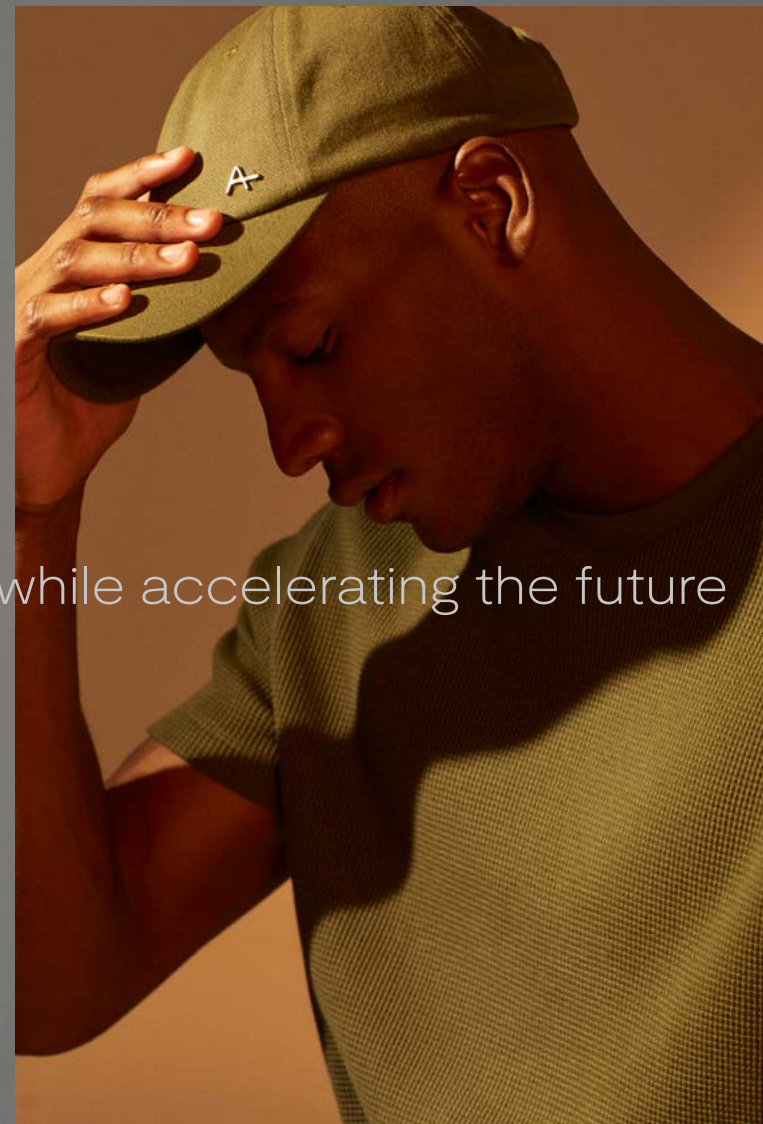
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Overview

OVERVIEW

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For suggestions or more information

about the content presented,
please email
sustentabilidade@aramisinc.com.br.

GRI 2-3



Aramis Inc. presents its 2025 Sustainability Report as a milestone connecting the Aramis brand's 30-year history to the Company's upcoming growth cycles. The document reflects the strategic evolution of the business, which has now established itself as a House of Brands in the men's lifestyle segment of the Brazilian fashion market, combining expansion, innovation, governance and social and environmental responsibility into an integrated long-term vision.

This report is published annually and was released in May 2026. The reporting period covered in this publication is from January 1 to December 31, 2025 and is aligned with the Company's financial reporting. The information presented covers Vanguard Confecções Importadas S.A. (VCI), commercially known as **Aramis Inc.**, including the Aramis, Aramis Next Brands and Urban. The audited Financial Statements include the full results of **Aramis Inc.**, encompassing all brands.

GRI 2-1 | 2-2 | 2-3

This report is based on Aramis Inc.'s materiality matrix and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, including, where applicable, explanations for omissions where data was not available. It is also aligned with key global sustainability reporting standards, with a focus on the continuous improvement of the agenda.

Throughout its history, the Aramis brand has evolved from a leading name in men's fashion retail to becoming part of a broader ecosystem of brands and businesses. It is currently part of the **Aramis Inc.** portfolio, a House of Brands that is growing not only in scale and market presence, but also in organizational maturity, processes, governance and corporate culture. This evolution strengthens the Company's ability to integrate strategic planning and execution, take on new challenges and sustain consistent and responsible growth over time.

More than just documenting progress, this report highlights how **Aramis Inc.** has embedded sustainability principles into its business strategy, recognizing that competitiveness, innovation and responsibility are inseparable dimensions for companies aiming to generate long-term value for their stakeholders.

The report reflects this journey by presenting, in an integrated manner, the key advancements and lessons learned that shaped the Company through 2025. To prepare this report, interviews were conducted with the organization's senior leadership, composed of the President, management and Executive Board. This process involved review cycles, contributions, and the identification of opportunities for improvement. The document was subsequently submitted to the Board of Directors for final consideration. **GRI 2-14**

OVERVIEW

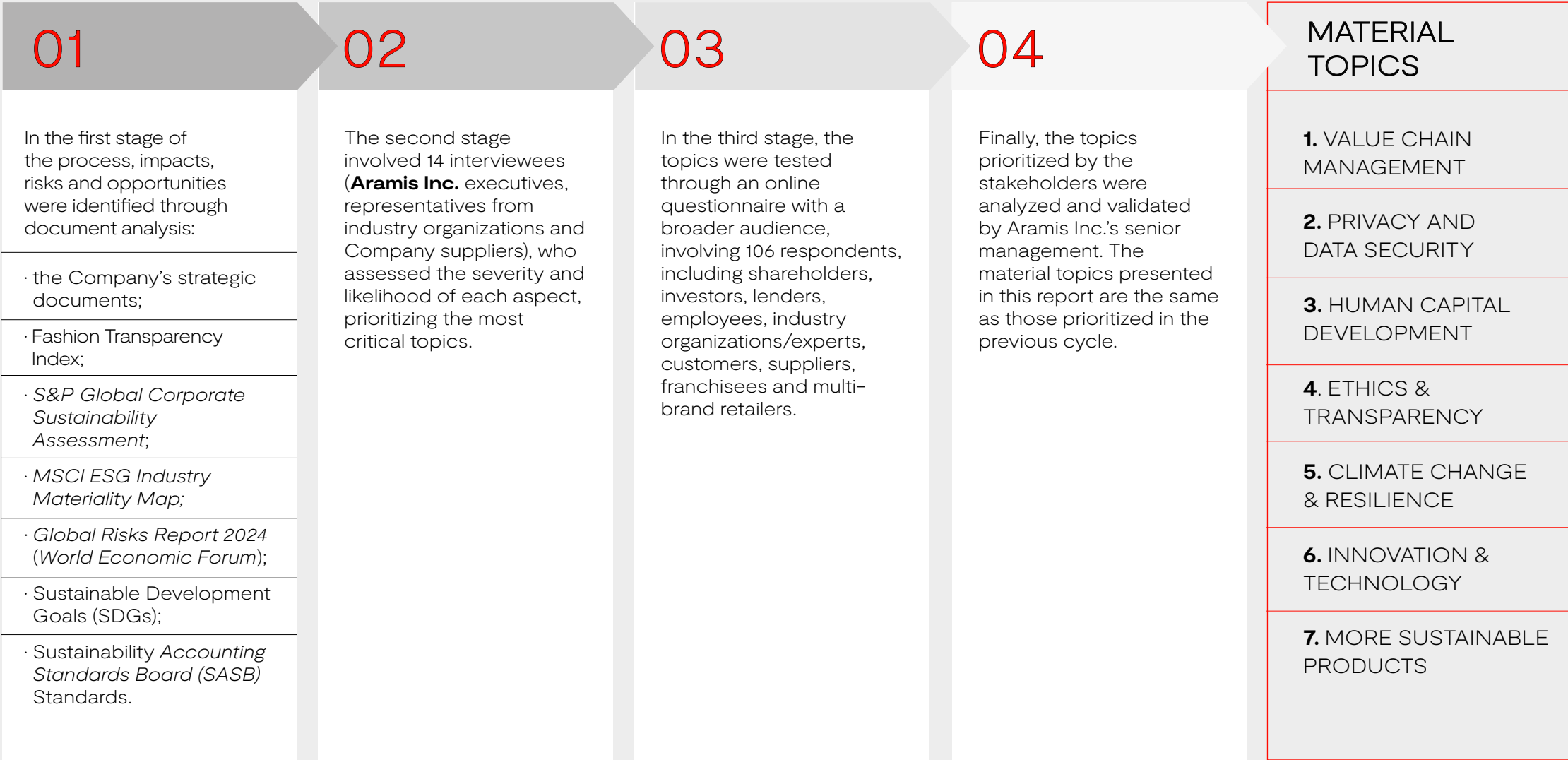
Materiality

GRI 3-1 | GRI 3-2 | GRI 2-29

What truly matters: priorities that connect strategy and impact

At **Aramis Inc.**, the materiality process has evolved over the years to increasingly reflect, in a strategic manner, the issues that are truly relevant to the business and to society.

The double materiality process identifies and prioritizes the most relevant issues for the Company and its stakeholders, considering both environmental, social and governance risks and opportunities for the business, as well as the impacts of its activities on the environment, people and the economy. The Company's most recent review of the materiality process was conducted in 2024, in accordance with the guidelines of the Global Reporting Initiative (GRI) and has already sought alignment with the IFRS Sustainability Disclosure Standards (IFRS S1 and S2).



All stakeholder groups participated in the Company's materiality process. **GRI 2-29**

[OVERVIEW](#)

Message from the CEO

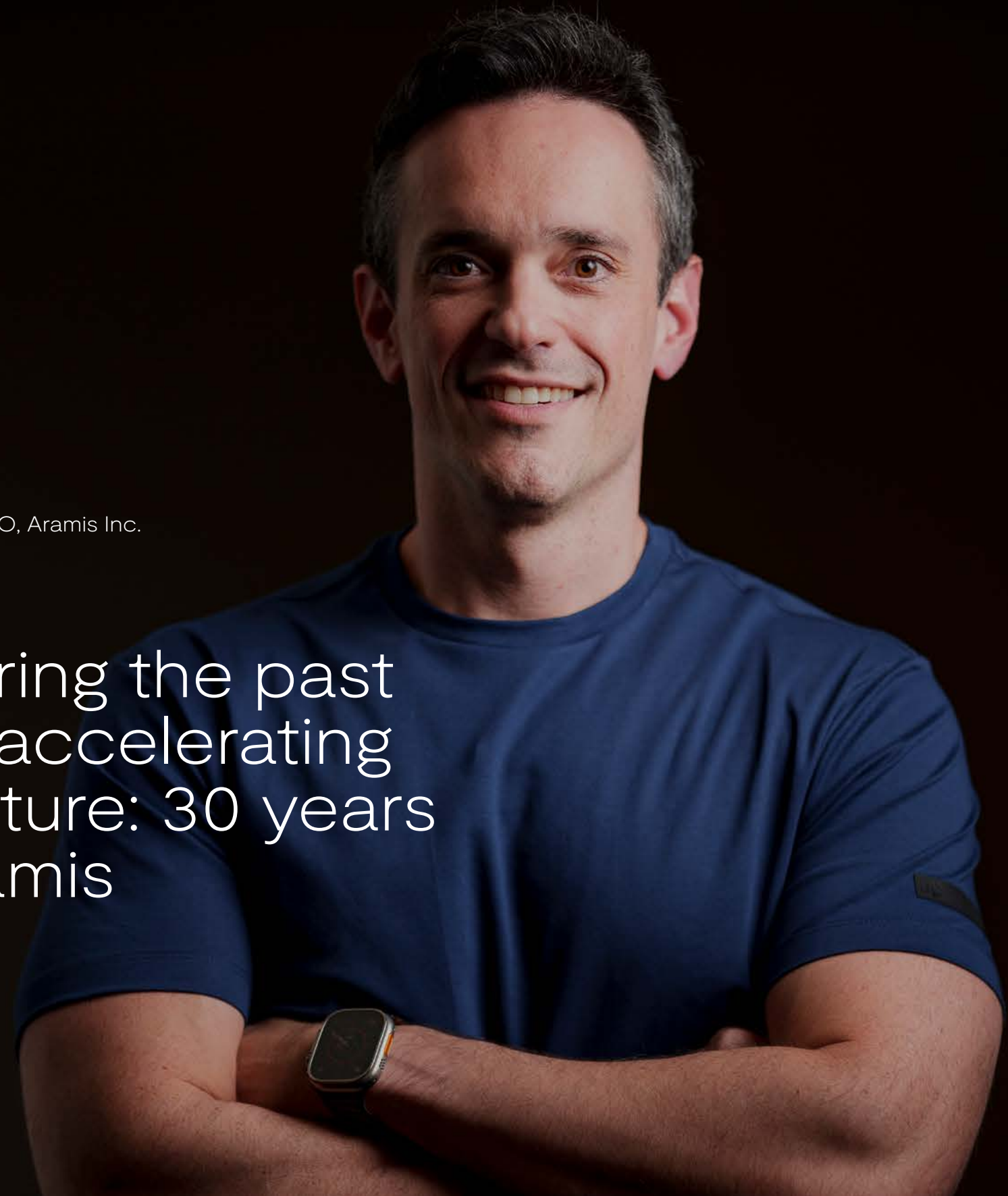
GRI 2-22

In 2025, the **Aramis brand** celebrated its 30th anniversary while experiencing one of the most transformative moments in its history. Celebrating this journey goes beyond revisiting achievements; above all, it involves recognizing the courage to challenge established models, preserve the essence of the business and prepare the Company for a more complex, ambitious and sustainable future.

Building a strong brand is a challenge. Preparing an organization to operate multiple brands, develop new businesses and navigate different growth cycles is an even greater one. In 2025, the Company made consistent progress in this second direction. It was the year in which **Aramis Inc.** took decisive steps to consolidate its structure as a House of Brands, strengthening governance, processes and leadership capable of sustaining this ambition over the long term. More than just launching brands, we worked to prepare the organization to operate them with strategic discipline, agility and clear roles.

Richard Stad | CEO, Aramis Inc.

Honoring the past while accelerating the future: 30 years of Aramis



This new cycle takes shape through concrete initiatives: the consolidation of the new business unit, the launch of *Aramis Next* and the strengthening of *Urban* as an independent brand, the evolution of the accessories category and the internalization of the footwear category. These moves reflect the Company's transition to a broader men's lifestyle platform, built upon already established strategic assets – talent, sourcing, distribution, customer base, technology, data and governance – that create significant competitive advantages for future expansion, including in international markets.

At the same time, we continue to deepen the transformation of the Aramis brand. The repositioning of its products, language and perception reinforces its cultural relevance, sophistication and ability to engage with different generations of consumers. In this context, strengthening *Urban*'s autonomy represents not only the brand's maturity, but also the validation of a model capable of developing businesses with their own identity, scale and potential for sustainable growth.

Aramis's 30th anniversary therefore marks a cultural and organizational turning point. The Company reaches this moment more modern, integrated and prepared for new challenges, while maintaining the essence that built its reputation. The legacy of these three decades enables us to take calculated risks, think bigger and execute a more ambitious vision for the future.



This transformation has also been accompanied by the evolution of our governance model, featuring more agile decision-making processes, greater information flow and the incorporation of strategic professionals prepared to lead longer growth cycles. For us, governance does not represent rigidity, but rather clarity, simplicity and speed – essential attributes for a company growing in an increasingly dynamic and competitive environment.

Reinforcing this model focused on sustainable growth, a significant corporate transition took place at the end of 2025, with the entry of Concept Investimentos and Fener Capital as new strategic shareholders, each holding a 32.5% stake in the Company. This move strengthens our long-term vision by bringing in partners aligned with our values, culture and ambition to build the leading men's lifestyle platform for Brazilian men. In addition to expanding our execution capacity, the new structure establishes solid foundations for a new expansion cycle, including future opportunities for mergers and acquisitions.

At **Aramis Inc.**, sustainability is increasingly integrated into the business strategy. We understand that growth and responsibility go hand in hand. In 2025, we advanced in embedding ESG topics into strategic decision making, with significant investments in technology, people and processes, as well as strengthening dialogue with suppliers and partners. Our commitment is to evolve responsibly, recognizing the impact of our decisions and embracing our role in building a more balanced future for the sector and for society.

Looking ahead to 2026, our expectations are focused on consolidating the House of Brands model, advancing the maturity of new businesses, expanding our brands, advancing in innovation, data and technology, and continuously strengthening our ESG commitments. It will be a year of execution, validation and deepening the foundations we have built, while maintaining our focus on generating sustainable value and strengthening our organizational culture.

Aramis enters its fourth decade with the conviction that it is never too big to evolve, nor too mature to transform. We honor the past that has brought us here, accelerate the future we are building and remain confident that it is possible to grow with consistency, purpose and long-term positive impact.

Richard Stad
CEO, Aramis Inc.



OVERVIEW

2025 Highlights



30 years of Aramis

A commemorative convention held at sea to celebrate Aramis' 30th anniversary, exploring the pillars that underpin our vision for the future: culture, business and connections.



Launch of Aramis Next

A launch that marked Aramis Inc.'s entry into the children's and youth segment.



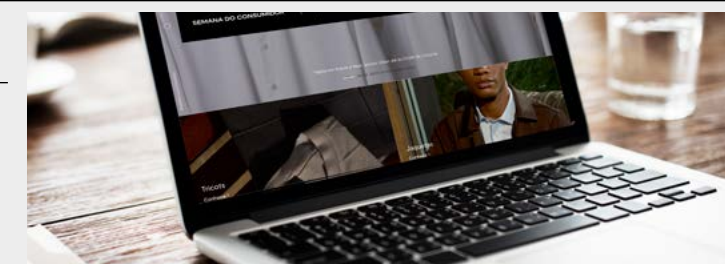
Channel Evolution

Advancement of physical and digital channels, driving the omnichannel strategy and customer service.



Digital Growth

25% growth, making it one of the main drivers of engagement and channel expansion.



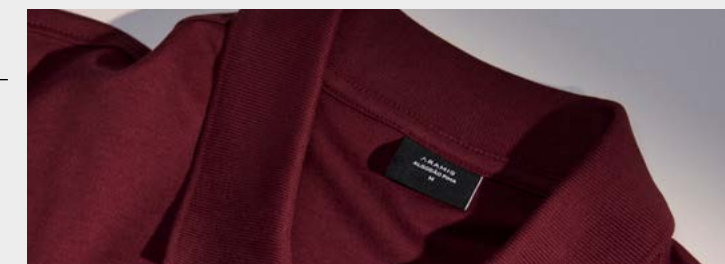
Digital and Technology Advancements

Investments in technology and data accelerated operational efficiency and decision making.



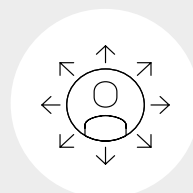
Gross Revenue

R\$844.7 million in 2025.



EBITDA

R\$106 million, with 3.67 million units sold.



Enhanced Customer Experience

Advancements that raised the level of customer satisfaction and engagement with the Company.





Number of Points of Sale

The chain closed the year with 50 company-owned stores, comprising: 35 *Aramis*, 2 *Urban* and 13 outlets, as well as 87 franchises, product sales in more than 1,800 multi-brand retailers, 8 marketplaces and e-commerce.



Sustainability

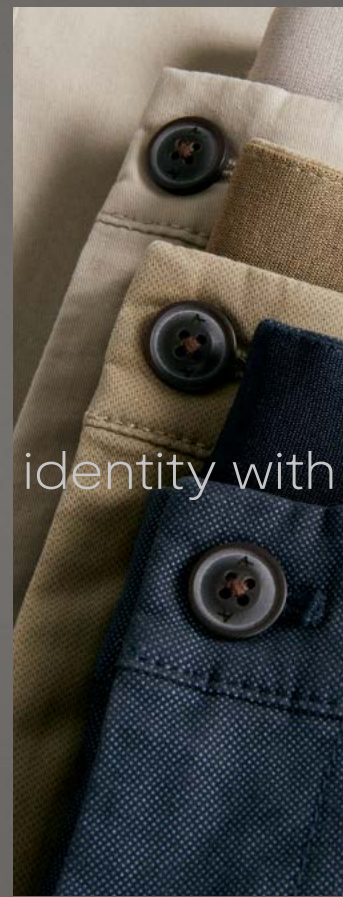
First year of the audited GHG Inventory and Gold Certification in the GHG Protocol and formalization of the Sustainability Committee.



Customer Service

It is also worth highlighting that Aramis won the 2025 Reclame Aqui Award in the Men's Fashion category, one of the most important consumer reputation and customer service awards in Brazil. The brand's presence and performance reinforce **Aramis Inc.**'s ongoing commitment to customer service quality and market reputation, as the award recognizes work built on focus, active listening and dedication to delivering the best experience to its customers.





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About Aramis



ABOUT ARAMIS

Aramis Inc. (VCI Vanguard Confecções Importadas S.A.) is a House of Brands and a benchmark in premium men’s fashion and retail innovation in Brazil. The Company is headquartered in the city of São Paulo, with a logistics center in Serra and a manufacturing facility in Aracruz, both cities located in the state of Espírito Santo. It also operates company-owned and franchised stores across Brazil, sells its products through multi-brand retailers and marketplaces, and maintains points of sale in Paraguay, Panama and Angola. **GRI 2-1**

The history of **Aramis Inc.** began with the opening of its first store in 1995 at Shopping Iguatemi in São Paulo, conceived by French entrepreneur Henri Stad. In 2022, the Company launched the Urban brand, which designs and markets garments that combine the technology of sports fabrics with the refinement of tailoring.

The Aramis store at Shopping Iguatemi was reopened in 2025, reinforcing the brand’s connection to its origins and its evolution over three decades. The location became a flagship store, combining curated product selection with cutting-edge interactive technology and setting a new standard for customer experience.

During the year, the Company also expanded its portfolio with the launch of the children’s brand Aramis Next and announced the creation of a new business unit dedicated to in-house footwear and accessories operations, a strategic move to strengthen its ecosystem and enhance integration across products and consumer experiences.

The achievements of 2025 marked the celebration of Aramis’ 30th anniversary and paved the way for a new cycle. The consistency of its trajectory and the strength of its identity enabled the creation of the **Aramis Inc.** House of Brands, of which it is now a part. This structure keeps the customer at the center and positions the Company as a fashion tech – innovative and ready to expand its ecosystem.

Recognized from the outset for its strong identity and for encouraging conscious choices, the Company operates under an omnichannel sales model, integrating company-owned stores, franchises, multi-brand retailers and e-commerce. Physical retail sales are conducted through company-owned stores (35 Aramis and 2 Urban), strategically located near major consumer hubs, as well as 13 outlet stores. The franchise network comprises 87 units, while more than 1,800 multi-brand retailers sell products from the Aramis, Next brands and Urban. **Aramis Inc.**’s headquarters is located in São Paulo, at Casa Aramis.

 [Learn More about House of Brands](#)



ABOUT ARAMIS

History

Three decades: legacy, evolution and future



1995
Grand opening at Shopping Iguatemi by Henri Stad.



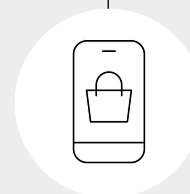
1998
First showroom in São Paulo.



2003
Opening of stores in various states across Brazil.



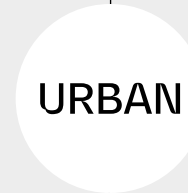
2020
Aramis rebranding, with a renewed visual identity, stores and product portfolio.



2017
The Aramis brand launches its e-commerce platform. Opening of the logistics center in Serra, state of Espírito Santo.



2014
Richard Stad becomes CEO of the company. Aramis receives an investment from an innovation-focused investment fund.



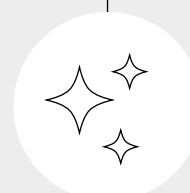
2022
Creation of the Urban brand, a smart fashion brand that captures and reflects the routine of the contemporary man through innovation and authenticity. It features minimalist, practical and functional clothing that combining technological fabrics with a sophisticated and timeless design.



2023
Aramis ranks among the top ten scores of the year in the Fashion Transparency Index, achieving a score of 57% compared to the overall average of 35%. Opening of three Urban stores, 12 corners within Aramis company-owned stores and distribution of its products in 138 multi-brand retailers.



2025
Structuring of the House of Brands, celebration of the Aramis brand's 30th anniversary, launch of Aramis Next and creation of a business unit dedicated to footwear and accessories, strengthening the Company's long-term strategy. Implementation of an Internship Program focused on AI, aligned with its fashion tech initiatives. Achievement of the GHG Protocol Gold Certification. New corporate structure. Formalization of the Sustainability Committee.



2024
Consolidation of improvements made at the logistics center. Investments in innovation and new business ventures. Opening of a store at Shopping Morumbi in São Paulo, featuring a fitting room that uses generative artificial intelligence. Data-focused internship program.

Manifesto

When tradition meets boldness, a new era begins.

Aramis is no longer just a brand. It is a calling.

A collective voice that transcends time and echoes into the future.

A universe where the power of a legacy becomes the courage to build what comes next.

A living, bold and connected ecosystem.

A movement that begins within each of us, but never ends with us.

We want more than clothing; we want stories.

We want more than customers; we want journey companions.

More than fashion: a lifestyle with soul, presence and impact.

The time has come to aim higher: to become the leading platform of men's lifestyle brands.

Brands that do not just sell, but belong.

Products that do not just dress, but spark desire even before the purchase.

Ecosystems that do not just grow, but transform lives and inspire pride in belonging.

We know this vision will not be achieved through words alone.

It will be achieved through a team of real people.

This is the team that will take us where no one has gone before.

A team that feels, engages and transforms.

A team that, more than just delivering results, builds a lasting legacy.

ARAMIS INC. is more than a dream.

It is the reality we've chosen to build together.

With courage.

With soul.

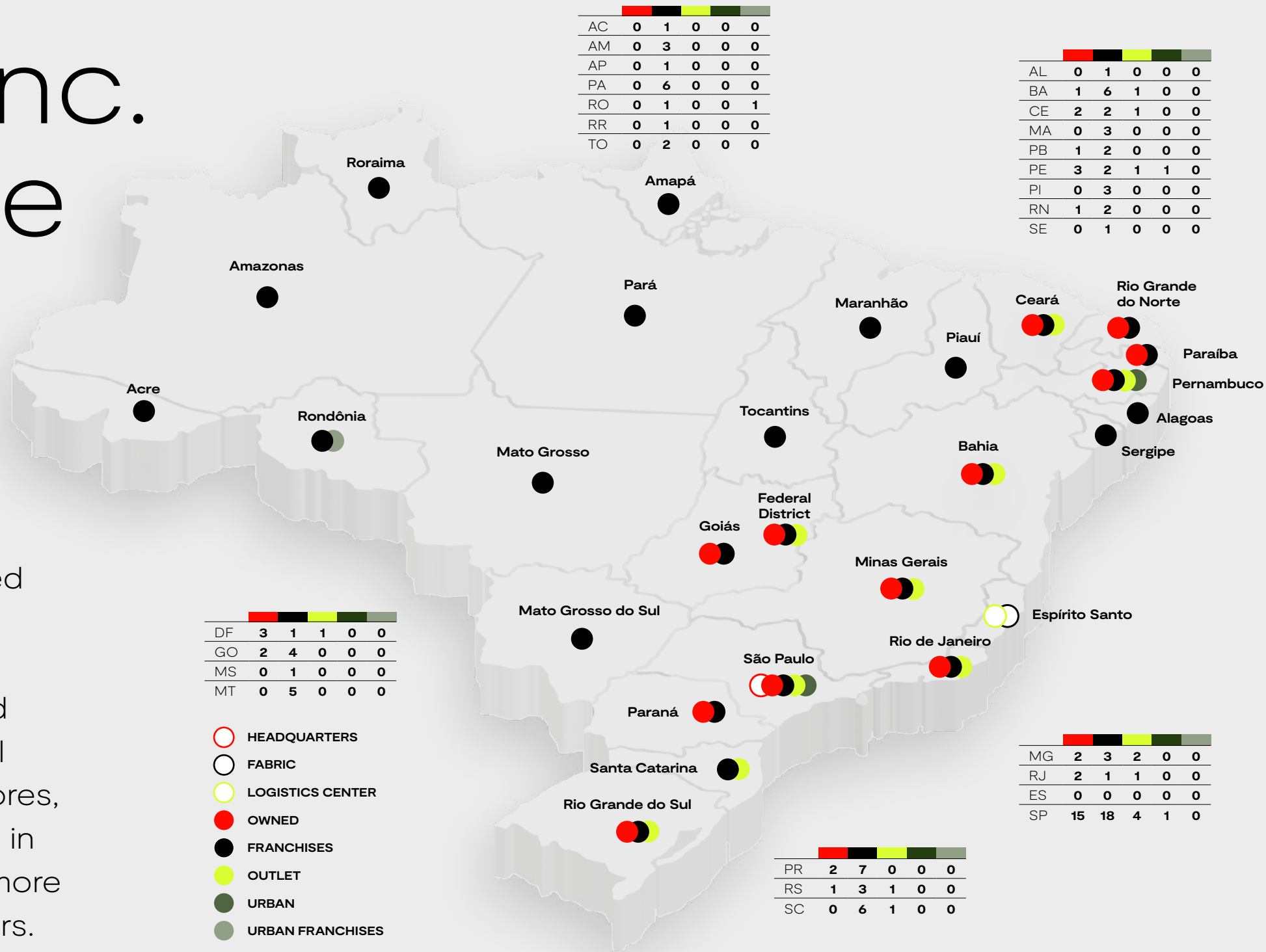
With everything.

ABOUT ARAMIS

Aramis Inc. Structure

GRI 2-6

Aramis Inc. stores are located in 25 Brazilian state capitals and in the Federal District. In 2025, the Company operated under an omnichannel model through company-owned stores, franchises and e-commerce, in addition to being present in more than 1,800 multi-brand retailers.



ARAMIS INC. STRUCTURE

1. Company-owned stores (physical retail)

50

units (35 Aramis, 2 Urban) + 13 outlets operated directly by Aramis Inc.

2. Franchised stores

87

units operated by partners under franchise agreements.

3. Multi-brand retail points of sale

1,800

partner retail locations that resell Aramis, Aramis Next and Urban brands across different regions of Brazil.

4. Partner marketplaces

8

online platforms that sell Aramis products under commercial agreements.

5. Own e-commerce

1

Direct-to-consumer sales through the official website.

ABOUT ARAMIS

Brands

In 2025, **Aramis Inc.** began structuring itself as a House of Brands, through a management model designed to operate multiple independent brands and new businesses with governance, agility and a long-term perspective. This move represents a strategic shift for the Company, offering potential for scalability capable of sustaining consistent growth and expanding its relevance in the men's lifestyle segment.

Each brand, with its specific positioning, operates under technical processes that ensure the characteristics communicated to the market are effectively delivered in the final product.



Aramis:
Expression in Motion.

The Aramis brand gave rise to the House of Brands and continues to evolve both in terms of positioning and product. It is recognized as a symbol of trust, authenticity and innovation in premium men's fashion, offering high-quality products that combine classic style with modern touches. Its collections include dress shirts, denim pants, versatile T-shirts and tailored garments that form a precise and elegant curation, supported by contemporary fits, smart fabrics and finishes that make a difference. The brand stands out for its strong reputation and its commitment to innovation, continuously seeking new technologies and materials to enhance its products.



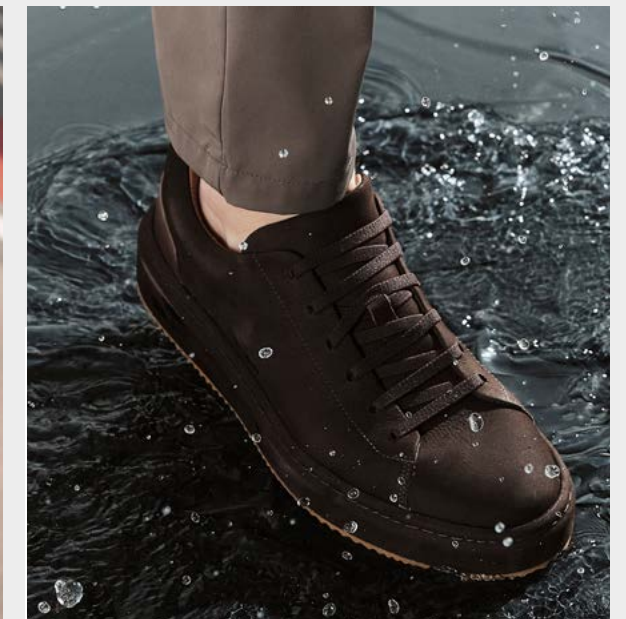
Aramis Next: the brand
that anticipates tomorrow.

Launched in 2025, Aramis Next embodies the multigenerational platform strategy, featuring products designed for children and teenagers. The new brand offers fashion that respects freedom of movement, combining style and functionality, premium fabrics and age-appropriate cuts, celebrating the genuine bond between parents and children.



Urban:
The impossible fits well.

Urban continues to mature as an autonomous brand, with its own identity and the ability for independent growth. It creates men's fashion focused on technology, design and performance. Inspired by urban life, the hustle and bustle of the city and transformative journeys, Urban develops clothing that supports the modern man at all times – from work to the weekend, from meetings to social gatherings, from time with friends to family gatherings – using fabrics that are wrinkle-resistant, breathable, protective and adaptable to the rhythm of life.



Aramis Inc. Footwear
and Accessories
Business Unit

Established in 2025, the footwear and accessories business unit enhances the integration between products and experiences, offering shoes that combine variety, style and comfort for any occasion, ranging from flip-flops and casual sneakers to dress shoes; and accessories such as wallets, belts, bags, caps, backpacks, carry-on luggage, socks and underwear.

House of Brands

ARAMIS INC.

MULTI-BRAND PLATFORM



ARAMIS

- Modern tailoring.
- Essential pieces.
- Smart comfort and precise fit without compromising style.



ARAMIS next

- Fashion with freedom of movement.
- Balance between style and functionality.



URBAN

- Practicality, functionality, and sophistication.
- Urban lifestyle.



FOOTWEAR & ACCESSORIES

- Essential men's complements: hats, belts, shoes, and bags.

MEN'S LIFESTYLE HOUSE OF BRANDS

The evolution of men's style in step with cultural shifts.

A connection between brand heritage and new generations of consumers.

Expansion of the portfolio and brand language to support future growth.

Fashion is passed from generation to generation.

PRODUCT DEVELOPMENT

Smart fabrics

Feature properties that interact with the body or the environment: temperature regulation, moisture control, UV protection, or antibacterial action. They adapt to external stimuli or conditions of use.

Performance fabrics

Incorporate textile innovations designed to enhance performance, comfort, and ease of use: greater elasticity, breathability, quick-drying, and wrinkle resistance. They provide functionality for dynamic routines.

Premium fabrics

Superior fiber quality and refined finishing, using materials that provide a soft touch, greater durability, and better fit, with freedom of movement.

TRENDS

Men's fashion has evolved. Style now reflects identity, authenticity, and purpose.

Tailoring is being reinvented with greater fluidity, comfort, and versatility.

Textile technology continues to evolve, bringing greater practicality and adaptability to everyday life.

New generations are accelerating new interpretations of style.

CUSTOMER AT THE CORE



strategy and impact



A connection between strategy and impact



A connection between strategy and impact



A connection

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Corporate Governance



CORPORATE GOVERNANCE

Governance at **Aramis Inc.** is strategically structured and supported by leaders who ensure decision-making processes aligned with the responsible growth of the business, through an integrated approach that strengthens the commitment to continuous development. Key drivers include:

Based on the annual budget, strategic planning is defined by the Company's Officers and Executive Management, with its guidelines cascaded across different levels of the organization. As a result, the implementation of strategic and corporate objectives becomes a shared responsibility throughout the Company, ensuring the effective execution of established guidelines. Commitments, projects and objectives are monitored by the Corporate Governance department, which is responsible for ensuring adherence, consistency and effectiveness of the strategic plan, as well as its alignment with corporate policies. **GRI 2-24**





CORPORATE GOVERNANCE

Governance structure

GRI 2-9

→ **BOARD OF DIRECTORS COMPOSITION**

Name	Position	Term of office
Richard Stad	CEO, Aramis Inc.	Dec/2025 – Dec/2027
Leonardo Deeke Boguszewski	Investor fund representative	Dec/2025 – Dec/2027
Rafael Pilotto Gonzalez	Investor fund representative	Dec/2025 – Dec/2027

Note: The Board of Directors was established in this configuration in December 2025 as a result of the new corporate restructuring.

→ **COMPOSITION OF THE COMPANY'S OFFICERS AND EXECUTIVE BOARD**

Name	Position
Richard Stad	Chief Executive Officer
Fabio Davidovici	Chief Financial and Strategy Officer
Guilherme Farinelli	Chief Channels and Growth Officer
Eliane Pellegrino	Chief Talent and Transformation Officer
André Yui	Head of New Business
Mariana Nassralla	Chief Style Officer

Note: the Company ended fiscal year 2025 without a Chief Marketing Officer in place; however, at the time of publication of this Report, the role is already part of the Board of Directors.

Board of Directors (BoD)

The Board of Directors is **Aramis Inc.**'s highest level of governance, alongside the Executive Board.

The Board of Directors plays a strategic role at Aramis Inc., and is responsible for supporting the Company's long-term business visions, defining branding strategy and guiding the Company's expansion, including organic growth and potential acquisitions. The Board is also responsible for approving the annual budget and reviewing the Company's financial statements, which are validated through external audit. **GRI 2-9**

It is composed of the Chairman and two board members representing the investment fund. The criteria for appointment and selection of these members are defined by the Shareholders' Agreement and corporate law. Appointments are based on nomination rights held by controlling shareholders groups, who nominate members for election at the Annual Shareholders' Meeting. In addition, all elected members must meet the legal requirements set forth in the Brazilian Corporation Law, including an unblemished reputation and absence of conflicts of interest. **GRI 2-10**

Executive Board

The Company's corporate governance is supported by an executive leadership structure composed of professionals at the highest decision-making level. This group includes the key executives responsible for defining strategic guidelines, managing operations and driving long-term value creation. Positions within this structure include the Chief Executive Officer, responsible for executive leadership and defining strategic direction; the Chief Financial Officer, in charge of financial management, investments and risk management; and the heads of operational areas, who ensure the efficient implementation of the corporate strategy within their areas, according to the table provided on page 20 (Executive Board). Together, these executives operate in an integrated manner and in alignment with the Board of Directors, contributing to strategic decision making and the soundness of the organization's governance.

Officers and executive managers participate in strategic planning meetings, with performance monitored in monthly meetings and quarterly reviews. Core competencies of the executive team include financial management, retail, people, new business, product and marketing. **GRI 2-9**

The corporate governance department supports and manages the execution of the plan, from strategy through operations. It ensures the effective implementation of the organizational strategy by aligning actions, timelines and leadership decisions to transform the strategic vision into tangible and coordinated results. **GRI 2-13**

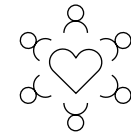


Committees

GRI 2-9, 2-10

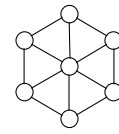
At **Aramis Inc.**, committees are established based on strategic planning and decision-making needs, and executives are invited to serve on committees according to their relevant competencies.

In this context, the Company maintains executive committees and working groups formed to address relevant topics, ensuring that business management remains focused on sustainable development.



People Committee

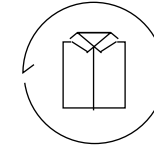
Composed of the entire leadership team and the Company's Talent Partners, who meet twice a year to decide on employee performance regarding cultural evolution and delivery.



Tech Innovation Committee

Composed of the CEO of **Aramis Inc.** and Executive Board, the Head of Technology and an external advisor, who meet on a monthly basis to discuss and monitor topics related to technology, innovation and disruption (weak and emerging signals), systems, the implementation and acceleration of the technology strategic plan, as well as innovation drivers, information security and digital transformation. The committee decides on priorities, strategic projects and investments in the area.

GRI 2-9



Sustainability Committee

Established at the end of 2025, the Sustainability Committee is composed of the Chief Executive Officer and the all the Officers. Starting in 2026, the committee will meet on a quarterly basis, acting as a forum for decision making and monitoring of sustainability targets. In this context, it validates priorities, approves any potential adjustments to the strategy and monitors the risk matrix and action plan related to supply chain management, strengthening governance on the topic. The Sustainability Committee is also responsible for reviewing and approving the information reported in this document, with subsequent reporting to the Board of Directors.

GRI 2-14



CORPORATE GOVERNANCE

Connected Governance

Integrating Processes and Strategy

GRI 3-3 Innovation & Technology

2025 was a year marked by the consolidation of a new governance model driven by integration across **Aramis Inc.**'s departments, as well as the strategic use of data and the strengthening of internal controls. As a result, process transparency was reinforced and data-driven decision making matured, directly supporting the strategy to sustain accelerated business growth with efficiency, predictability and accountability, consolidating practices capable of reducing risks and enhancing the quality of decision making.

Throughout the year, the Company promoted the standardization of routines, the digitization of internal controls and the modernization of management systems, creating a more robust foundation for monitoring strategic and operational indicators. This initiative enabled greater visibility into workflows, strengthening real-time monitoring of operations and enhancing the ability to respond to deviations or potential risks.

At the same time, **Aramis Inc.** advanced in digitizing processes considered strategic, focusing on the continuous tracking of key performance indicators (Objectives and Key Results, OKRs) and real-time monitoring of operations and internal workflows. This evolution enabled a more integrated view of the business, supporting more agile and evidence-based decisions.



The strategic innovation and technology plan is reflected in return on investment metrics and in OKRs that are incorporated into corporate targets.

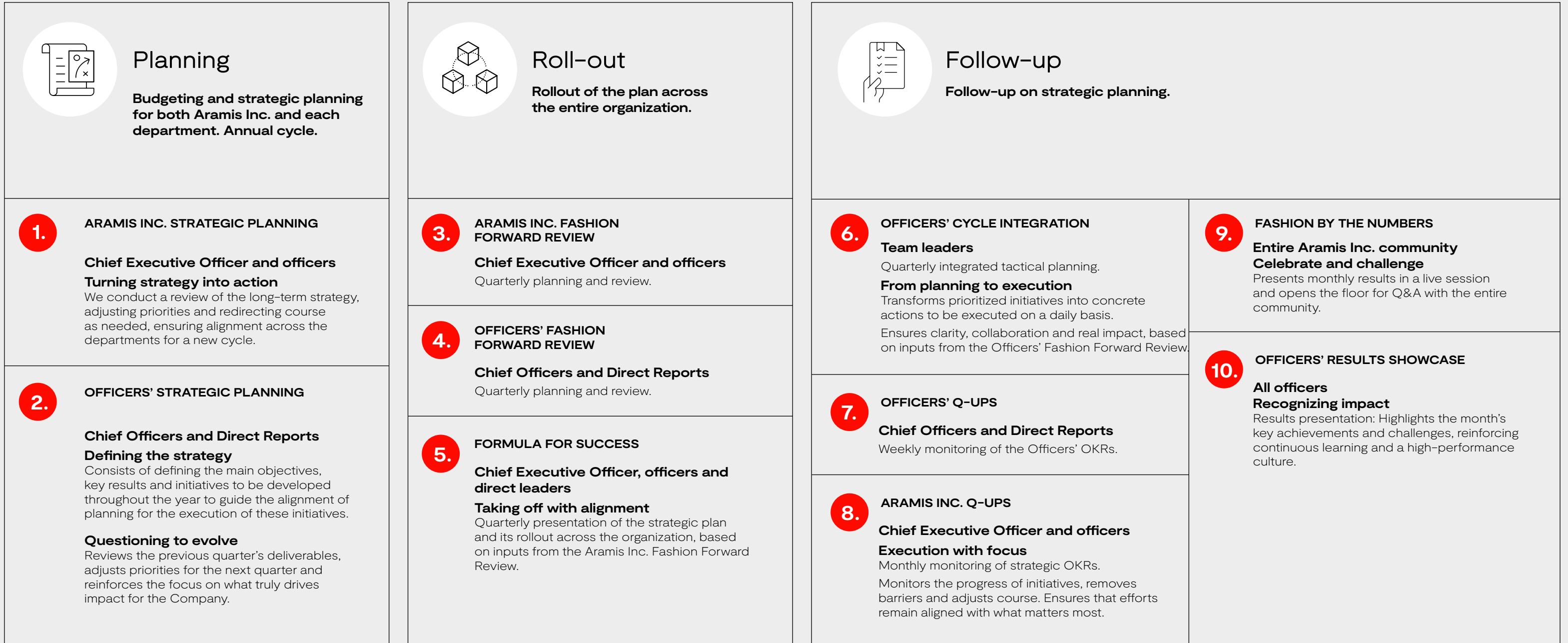
Accordingly, **Aramis Inc.** follows a structured plan that includes: setting targets; identification of responsible hierarchical levels and delegation of responsibilities based on competencies and skills; and communication of guidelines. In order to ensure adherence by departments and executives to the new corporate governance practices, in 2025 the Company established consistent monitoring across departments, supported by training all teams in “change management” through communications, training sessions, Q&A sessions, knowledge bites, inclusion of the topic in onboarding and monitoring of rituals and ceremonies, such as meetings and symbolic events that helped reinforce desired behaviors and consolidate the shift in organizational culture. GRI 2-13

This cultural evolution is also reflected in the strengthening of decision-making processes and increased organizational discipline. The adoption of more structured management practices, combined with cross-departmental integration, enhanced the Company’s ability to anticipate challenges, align strategic decisions and sustain growth more consistently. Governance is no longer understood solely as a set of rules, but as a living element of the culture, embedded in daily practices and leadership behavior.



Learn about the **Aramis Inc. Governance Journey**

Connecting strategy, collaboration and execution to transform our future!



CORPORATE GOVERNANCE

Risk Management



At the Company, tax risks and strategies are identified and assessed by the Legal, Tax and Finance teams, with support from law firms and tax advisors recognized in the market. All risks or proposed approaches are submitted to the relevant executives for evaluation and decision making. The Company also engages third-party auditing, conducted on-site by a specialized firm.

GRI 207-2

Regarding other corporate risks, the topic began to be formally addressed in 2025, including an preliminary mapping exercise. For 2026, the Company has planned to engage a specialized consulting firm to conduct the mapping, categorization and prioritization of these risks. As part of this effort, a risk heat map is under development, along with the definition of risk appetite framework, which will guide decision making and the level of exposure considered acceptable for the Company.

Aramis Inc. has advanced in the identification and discussion of operational, financial, reputational and people- and technology-related risks, particularly driven by stronger governance, greater cross-departmental integration and more structured use of data. This evolution enables greater organizational awareness of risks and impacts, even within a model that is still evolving.

The approach adopted reinforces the view that risk management is an integral part of the organizational culture and a leadership responsibility, rather than merely a standalone function. By promoting a more preventive, transparent and decision-oriented approach, the Company establishes the foundation to develop more robust risk management models in the future, aligned with its growth strategy and the demands of an increasingly complex business environment.

CORPORATE GOVERNANCE

Tax Management

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



Aramis Inc.'s tax policy is guided by principles of transparency, regulatory compliance and ongoing dialogue with internal and external stakeholders, with the aim of ensuring tax predictability, reducing risks and aligning corporate practices with the best international governance standards.

Tax management and related disclosures are reported in two ways: monthly, for internal purposes only, and annually, through publication in a widely circulated newspaper. To disclose relevant information to investors, suppliers and regulatory agencies, the Company publishes periodic reports containing tax indicators and the impacts of the Tax Reform. Suppliers and partners also receive explanatory materials regarding contractual and tax changes whenever necessary.

In addition, the Company participates in working groups and public consultations on tax matters and engages with representative entities to advocate for rules that ensure competitiveness and tax predictability. It also maintains institutional relationships with regulatory agencies to ensure that its positions are considered in public policy discussions.

The tax strategy employed is structured and relies on tax incentives that reduce taxes as provided by law. These benefits are renewed annually, depend on tax compliance and the maintenance of employment levels, and are recorded in separate accounts. As a result, the Company benefits from incentive programs that promote regional economic development, particularly in the State of Espírito Santo.

In 2025, there were no assessments related to these incentives, and all ancillary obligations were fulfilled in accordance with the applicable law.

Aramis Inc.'s tax integrity is further supported by an anonymous whistleblower hotline available to everyone. Any reports received through this channel are investigated through formal internal investigations and inquiries.

CORPORATE GOVERNANCE

Ethical Conduct

GRI 3-3 Ethics & Transparency, 2-23, 2-24

Aramis Inc. grounds its internal and external relationships in principles of ethics, transparency and respect, which are integrated into its business strategy and supported by related documents approved by the highest governance body of the organization. Commitments made in this regard include the Sustainability Policy, the Aramis Code of Conduct, the Supplier Code of Conduct, and the Private Social Investment Policy.

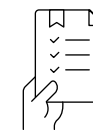
Since 2023, **Aramis Inc.** has been a signatory to the UN Global Compact, a commitment that reinforces the Company's position and provides guidance on the rigorous application of anti-corruption principles, social responsibility and environmental management. In addition, the initiative guides the Company in maintaining high levels of control, monitoring and engagement with its sustainability targets.

The Company aligns its ESG agenda with the Sustainable Development Goals (SDGs), actively collaborating with the sector to address global challenges and promote innovative solutions. Based on the Global Compact's SDG Compass methodology and its participation in the SDG Journey Program, the Company has committed

to SDG 8 – Decent Work and Economic Growth and SDG 12 – Responsible Consumption and Production.

Although the precautionary principle is not formally incorporated into corporate policies, the Company undertakes actions to mitigate potential negative impacts, such as supply chain audits, monitoring of business indicators, action plans and strategic targets and a culture of innovation and data-driven decision making. The Diversity Guide, aligned with the Company's commitment to the LGBTI+ Forum, also ensures attention to human rights within the organization.

In order to ensure broad awareness, the Company's commitments are disclosed through internal channels (intranet, whistleblower hotline, bulletin boards, emails and live sessions) and external channels (official website, annual reports, social media, supplier whistleblower hotline and customer service). The Code of Ethics and other corporate policies are also available on Aramis Inc.'s official channels, ensuring transparency and broad access to the guidelines that govern the Company's conduct.



These documents governing **Aramis Inc.'s** ethical principles and conduct are available on our sustainability channel:

Code of Ethics and Professional Conduct

Sustainability Policy

Code of Conduct for Suppliers

For more information, please refer to the documents at:

aramis.com.br/sustentabilidade

→ Ethics Channel GRI 2-25, 2-26

Aligned with the principles of ethics and transparency, the Company provides an Ethics Channel as a secure communication mechanism for receiving reports, suggestions and inquiries, with dedicated fronts for different audiences (employees, suppliers and customers). The Channel is used to report non-compliance and violations of the Code of Conduct, internal policies or applicable legislation, ensuring confidentiality in all interactions and allowing for anonymous submissions.

The Channel is operated through a professional platform specialized in the collection and management of information related to ethical misconduct or irregularities, with oversight provided by a company specialized in risk management services and solutions. The entire handling process for reports ensures confidentiality of information, in accordance with the **Aramis Inc.** Code of Ethics and Conduct.



ashion with innovation & technology A reshaping fashion with innovation & technology A reshaping fashion with innovation

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Fashion tech

FASHION TECH

GRI 3-3 Innovation & Technology

Aramis Inc. made consistent progress in consolidating its strategy as a Fashion Tech company in 2025, integrating technology, data and experience into its own digital ecosystem. The Company expanded its digital transformation through the development of in-house platforms and applications, strengthened its data-driven culture through the responsible use of data and artificial intelligence, and advanced its omnichannel strategies to deliver more seamless and personalized customer journeys. This initiative positions technology as a strategic driver of growth, efficiency and value creation for customers, partners and employees.

The consolidation of the Fashion Tech journey is the result of investments made over previous years, which enabled **Aramis Inc.** to achieve tangible gains in digital maturity, operational efficiency and analytical capabilities. One of the key advancements was the strengthening of the corporate data platform, which is now widely used across business units, enabling a truly data-driven culture. The democratization of access to strategic information has increased team autonomy and enhanced decision making, while maintaining rigorous security and privacy controls.

Applied innovation: Aramis Inc.'s Fashion Tech journey integrates strategy and technology



The Company's technological infrastructure operates entirely in a cloud environment, supported by industry-leading tools that ensure scalability, collaboration and resilience. This digital ecosystem supports everything from data analytics to the systems that enable physical and digital retail operations, ensuring that the Company is prepared to grow in a structured manner without compromising process stability.

As regards artificial intelligence, 2025 marked a significant step forward in the gradual integration of these technologies into daily operations. **Aramis Inc.** initiated an AI literacy process, training leadership and teams in the responsible use of these tools, focusing on efficiency gains, support for data analysis and future development toward predictive applications and decision support. This approach reinforces the understanding of technology not only as a tool, but as a cultural and strategic element.

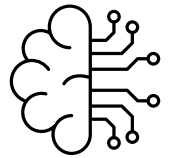
The omnichannel strategy has also made steady progress, with the expansion and maturation of solutions that integrate physical stores, e-commerce and logistics centers. Initiatives such as in-store pickup, shipping from stores and the reduction of stockouts through cross-channel integration contributed to smoother customer journeys, greater product availability and a better customer experience, while also increasing logistics and operational efficiency.

Innovation applied to operations was also reflected in the enhanced traceability and control of internal workflows, supported by digital systems and the continuous evolution of the technological infrastructure. Preparation for structural projects, such as the modernization of the Warehouse Management System (WMS) and the future adoption of technologies such as Radio-Frequency Identification (RFID), reinforces the Company's commitment to automation, data accuracy and value chain efficiency.

Information governance plays a central role in this journey. **Aramis Inc.** maintained high data security standards, ensuring compliance with the LGPD, the use of encryption best practices, access controls and continuous risk monitoring. Information security management is handled strategically and integrated into the business continuity plan, ensuring the protection of customer, employee and partner data in an increasingly digitized environment.

By integrating technology, data, innovation and organizational culture, **Aramis Inc.** consolidates its journey as a Fashion Tech company, positioning digital transformation as one of the main drivers to sustain its growth, strengthen governance and generate long-term value for all its stakeholders.

Use of Artificial Intelligence at Aramis



In 2025, Aramis began a structured journey for the adoption of artificial intelligence, integrating the technology gradually, responsibly and in alignment with its business strategy. The initial focus was on cultural readiness and employee education, reinforcing the understanding of AI as a tool to support human work and decision making.

The first practical applications of the technology were implemented in internal processes, notably the use of AI agents within the Talent and Transformation department as a pilot project in 2025, especially in the early stages of recruitment and selection. The program design and participant selection took place throughout the year, and onboarding and training began in

January 2026. The automation of operational activities contributed to efficiency gains, cost reductions and greater focus by teams on strategic activities.

As part of its long-term strategy, the Company launched an internship program focused on artificial intelligence, expanding talent development and strengthening its innovation agenda. The adoption of AI is guided by principles of ethics, governance, information security and data protection, ensuring that technological advancement remains consistent with **Aramis Inc.'s** values and its vision for sustainable growth.



FASHION TECH

Digital Transformation

Aramis Inc.'s digital transformation advanced in a structured manner in 2025, focusing on system integration, the development of new technological capabilities and the consolidation of proprietary digital platforms. This initiative strengthened the Company's technological architecture, increasing connectivity across channels, business units and strategic stakeholders, while also supporting gains in operational efficiency and scalability.

System integration enabled smoother information flows, connecting sales, logistics, finance and customer relationship data within a unified digital ecosystem. This approach reduced operational silos, increased data reliability and supported data-driven decision making, in line with the Company's Fashion Tech strategy.

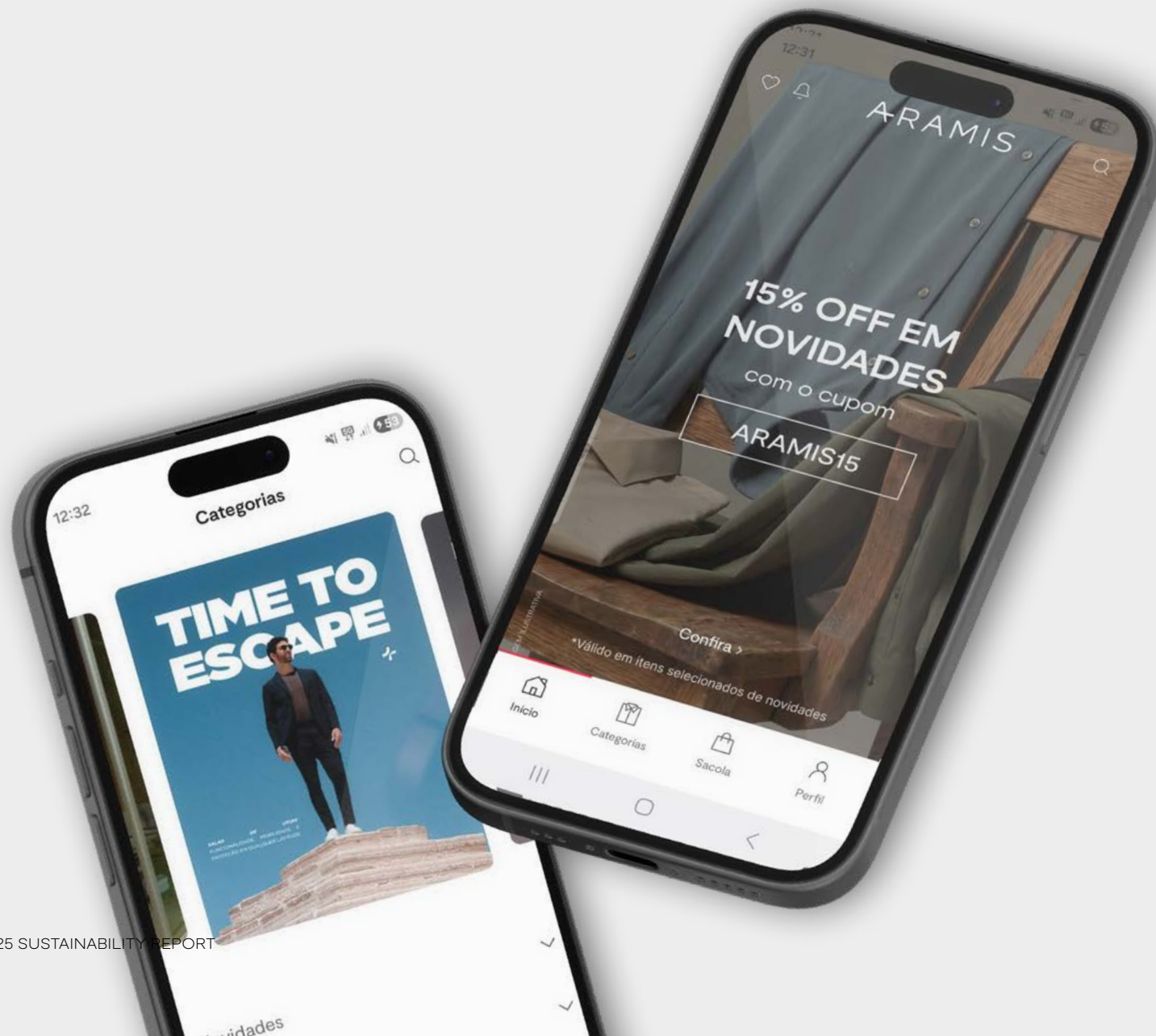
One of the cornerstones of this transformation was the development of internally conceived digital products, reinforcing **Aramis Inc.**'s technological autonomy and its ability to innovate based on its own business needs. In 2025, the Company consolidated three strategic applications developed in-house, each designed for a specific audience and with clear value creation objectives.

The Aramis App, aimed at end customers, was launched in the second half of 2025 and quickly became a relevant channel for customer engagement and sales. The platform enhanced the personalization of the customer journey, integrated omnichannel capabilities and delivered significant revenue growth, reinforcing the role of technology as a driver of both business and customer experience.

Another important advancement was the development of the sales associate app, currently in the pilot phase. The solution was designed to support sales teams at the point of customer interaction, integrating product, inventory and order information into a single digital environment. The app is scheduled for expansion in 2026 as part of a strategy to boost productivity, standardize processes and enhance the purchasing experience.

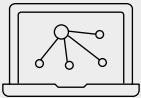
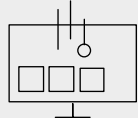


Complementing the digital ecosystem, **Aramis Inc.** also strengthened the platform dedicated to multi-brand retailers, which already connects approximately 1,800 partners. The solution offers self-service features, such as issuance of payment slips, financial position inquiries, order tracking and access to performance indicators and scoring. This platform has increased the autonomy of business partners, strengthened governance of the relationship with the multi-brand channel and improved the efficiency of operational and financial processes.

By integrating systems, developing proprietary solutions and expanding its portfolio of digital platforms, **Aramis Inc.** consolidated a robust technological foundation in 2025, aligned with its growth strategy and the evolution of the fashion retail sector, positioning digital transformation as a central element of its Fashion Tech journey.





Applied Innovation: the Fashion Tech Strategy in Practice

			
<h3>01</h3> <h4>Technology as a Growth Platform</h4>	<h3>02</h3> <h4>Data and Applied Intelligence</h4>	<h3>03</h3> <h4>Digital Products and Proprietary Channels</h4>	<h3>04</h3> <h4>Governance, Security and Digital Culture</h4>
<p>Integrated and scalable digital foundation</p>	<p>Data-driven culture with responsible use</p>	<p>User-centered innovation</p>	<p>Innovation with responsibility</p>
<ul style="list-style-type: none"> · 100% cloud-based technology ecosystem 	<ul style="list-style-type: none"> · Corporate data platform accessible to business areas 	<ul style="list-style-type: none"> · Aramis App (end customer), launched in the second half of 2025 	<ul style="list-style-type: none"> · Information governance integrated into corporate strategy
<ul style="list-style-type: none"> · Integration across sales, logistics, finance and customer relationship systems 	<ul style="list-style-type: none"> · Democratization of information for faster and more assertive decision making 	<ul style="list-style-type: none"> · Strong revenue growth through the Company's proprietary digital channel 	<ul style="list-style-type: none"> · LGPD Compliance and information security best practices
<ul style="list-style-type: none"> · Development of in-house digital solutions 	<ul style="list-style-type: none"> · Use of analytics and data visualization 	<ul style="list-style-type: none"> · Sales associate app in pilot phase (expansion planned for 2026) 	<ul style="list-style-type: none"> · Access controls, encryption and continuous risk monitoring
<ul style="list-style-type: none"> · Preparation for new technologies (WMS and RFID) 	<ul style="list-style-type: none"> · Initial rollout of artificial intelligence literacy 	<ul style="list-style-type: none"> · Multi-brand retailer platform with approximately 1,500 connected partners 	<ul style="list-style-type: none"> · Technology embedded in organizational culture
<ul style="list-style-type: none"> · Scalable architecture to support business growth 	<ul style="list-style-type: none"> · Responsible application of AI focused on efficiency and predictability 	<ul style="list-style-type: none"> · Self-service features: orders, invoices, financial position and scoring 	<ul style="list-style-type: none"> · Innovation aligned with ethics, transparency and a long-term vision

Privacy and Data Security

GRI 3-3 Privacy and Data Security

Through robust privacy and data protection practices, **Aramis Inc.** demonstrates respect for consumer rights, including the right to privacy, protection against the misuse of personal data and transparency in the use of information. The Information Security Master Plan, supported by external partners and fully aligned with the LGPD, provides multiple layers of monitoring and protection for data and operations.

Through its Security Operations Center, all digital activities are continuously monitored (24 hours a day, seven days a week), using dedicated systems that track, analyze and respond to potential cybersecurity threats and incidents. The use of anonymized sensitive data prevents the exposure of any involved parties. In all interactions, only essential data is collected, avoiding excessive and unnecessary storage of personal information and reducing exposure to risk. Contracts with suppliers ensure compliance with the same data protection standards in business relationships.

The topic is addressed through internal communications aimed at raising awareness among all employees regarding information security. An open communication channel for customers, suppliers and regulatory authorities enables alignment of practices with market expectations and requirements. Based on the monitoring of customer requests and vulnerability testing of the environment, the Company continuously improves its approaches, maintaining focus on the business continuity plan in light of potential cyberattack risks. In recent years, no significant incidents related to this topic have been recorded.



FASHION TECH

Customer Experience

Aramis Inc. invests in a personalized omnichannel experience to deliver a comprehensive customer journey. The integration of stores, e-commerce and logistics centers enabled smoother customer journeys, with initiatives such as in-store pickup, shipping from stores and enhanced inventory visibility, reducing friction and increasing convenience for consumers.

Aramis Inc. also began conducting consumer behavior analysis based on the integration of data from physical and digital channels, contributing to a deeper understanding of customer preferences and supporting the personalization of journeys, assortment management and commercial planning. This data also began to support the sales team more effectively, through digital tools that integrate product, inventory and purchase history information.

In addition, customer journey improvements were driven by the evolution of proprietary digital platforms, notably the launch of the Aramis App in the second half of 2025, which enhanced personalization, engagement and integration with omnichannel services. Customer service support tools and digital solutions at the point of sale contributed to more agile, transparent and consultative relationships, reinforcing the Company's commitment to a consistent experience aligned with the expectations of modern retail.



Customer Focus: Highlights of the Year

- **Highest revenue via the app:** Significant growth in digital sales, with the application established as the primary conversion channel.
- **Consolidation of omnichannel capabilities:** Effective integration across physical stores, e-commerce and app, enhancing convenience and customer experience.
- **Zero information security incidents:** Maintenance of a secure digital environment, with no records of data breaches or critical failures.
- **Advances in operational efficiency:** Optimization of logistics and operational processes, resulting in productivity gains.
- **Expansion of the digital customer base:** Significant increase in active users across digital platforms.
- **Improved customer experience:** Progress in satisfaction metrics and the customer journey.

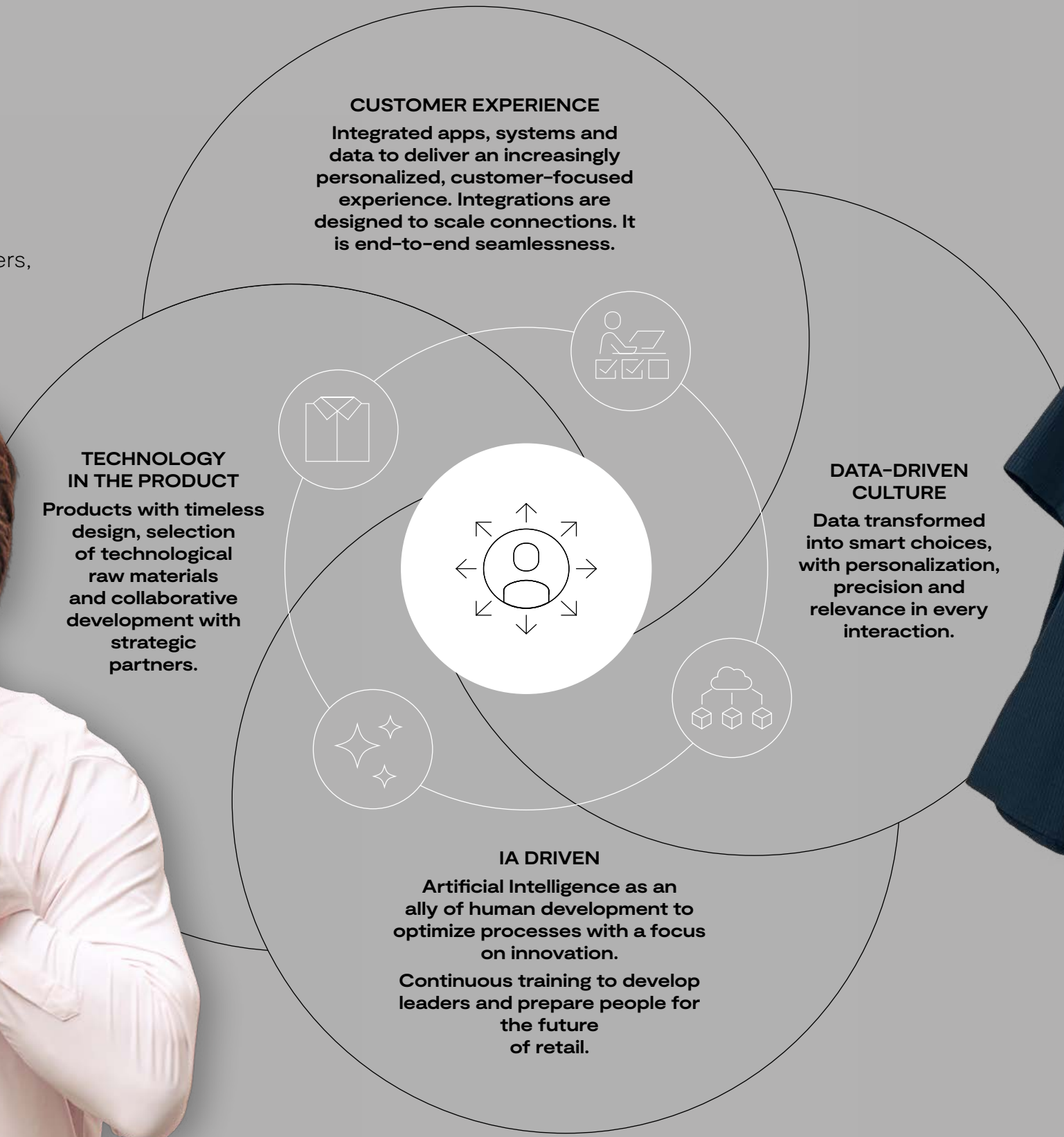
Fashion Tech: Driven by People

Technology is part of our daily operations, and what sets us apart is how we use it. Our culture places customers, employees and partners at the center.

Decisions are data-driven.

Every experience becomes a learning opportunity.

Every choice strengthens the brand.





evolving future A from the essence to the evolving future A from the essence to the evolving future A from the essence to the evolving future A from the essence to the evolving future

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People & Culture

PEOPLE & CULTURE

The Aramis Inc. Culture underwent a consistent process of strengthening throughout 2025, supported by the renewal of its organizational identity and the structuring of governance as a foundation for human capital development. Greater integration between strategic planning, execution and culture enabled the Company to evolve from a more intuitive model to a structure based on processes, clear roles, and more structured management practices.

This consolidation reinforced expected behaviors at all leadership levels, while strengthening the sense of belonging and internal transparency. This movement is directly connected to Aramis's 30-year journey and the years ahead, marking the transi-

tion to a new cycle in which people, technology and strategy operate in an even more integrated manner, preparing the organization for a future of greater complexity, expansion and responsibility.

Throughout 2025, the Company advanced the alignment between culture and strategy, with organizational culture being addressed in a more intentional and structured manner. Values, behaviors and leadership expectations were reinforced as central elements of management, contributing to greater consistency between words and actions in the organization's day-to-day operations. This process fostered a more collaborative environment, with greater clarity regarding priorities, responsibilities and ways of working.

Aramis Culture: 30 Years of Essence, a Future of Evolution

As a result, the Aramis Inc. Culture enters a new cycle on a stronger foundation, connecting its core values, governance and people. The cultural strengthening observed in 2025 positions the Company to face the coming years with greater strategic clarity, organizational accountability and adaptability, preserving its values while evolving to meet the demands of scale, innovation and sustainability.



PEOPLE & CULTURE

Aramis Culture and Human Capital Development

GRI 3-3 Human Capital Development

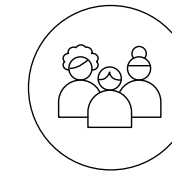
In 2025, **Aramis Inc.** advanced the consolidation of its culture as a driver of strategy and human capital development. The renewal of its corporate identity contributed to greater clarity regarding roles, responsibilities, and expected behaviors, strengthening leadership performance and consistency in decision making.

The evolution of governance and the structuring of management practices enabled greater integration between planning and execution, supporting a cultural model that balances the preservation of historical values with adaptation to new business demands. The concepts of “core culture” and “evolving culture” began to guide leadership development and organizational alignment.

Human capital development is a particularly relevant aspect in retail, as it helps promote employee engagement and satisfaction, with direct impacts on the quality of customer service. **Aramis Inc.**’s training initiatives aim to develop employees’ skills and strengthen internal culture. These initiatives are regularly evaluated based on participant satisfaction and, starting in 2026, will also have their practical effectiveness measured through indicators.

Aramis Inc. also established a culture that connects essence and evolution, aligned with its business strategy. This culture is embodied in four values that guide daily practices: respect, collaboration, ownership and belonging. This alignment around a strong culture enhances team engagement and directly contributes to team performance and business sustainability.

The 30-year journey marked the transition to a new cycle, in which culture supports a more integrated organization prepared to operate at a larger scale. For 2026, Aramis projects strengthening the integration of people, technology and strategy; developing leadership capabilities for the responsible use of artificial intelligence; advancing the evaluation mechanisms for development programs; progressing the ESG agenda across the organization; and continuously strengthening corporate governance and responsibility throughout the value chain.



Strengthening the Aramis Inc. Culture

- Strengthening of corporate governance in 2025
- Greater integration between strategic planning and execution
- Definition and clarity of roles and responsibilities
- Structuring of management and decision-making practices
- Consolidation of the concepts of “core culture” and “evolving culture”
- Roll-out of expected behaviors by leadership level
- Strengthening of the sense of belonging and internal transparency

PEOPLE & CULTURE

Talent Attraction and Retention



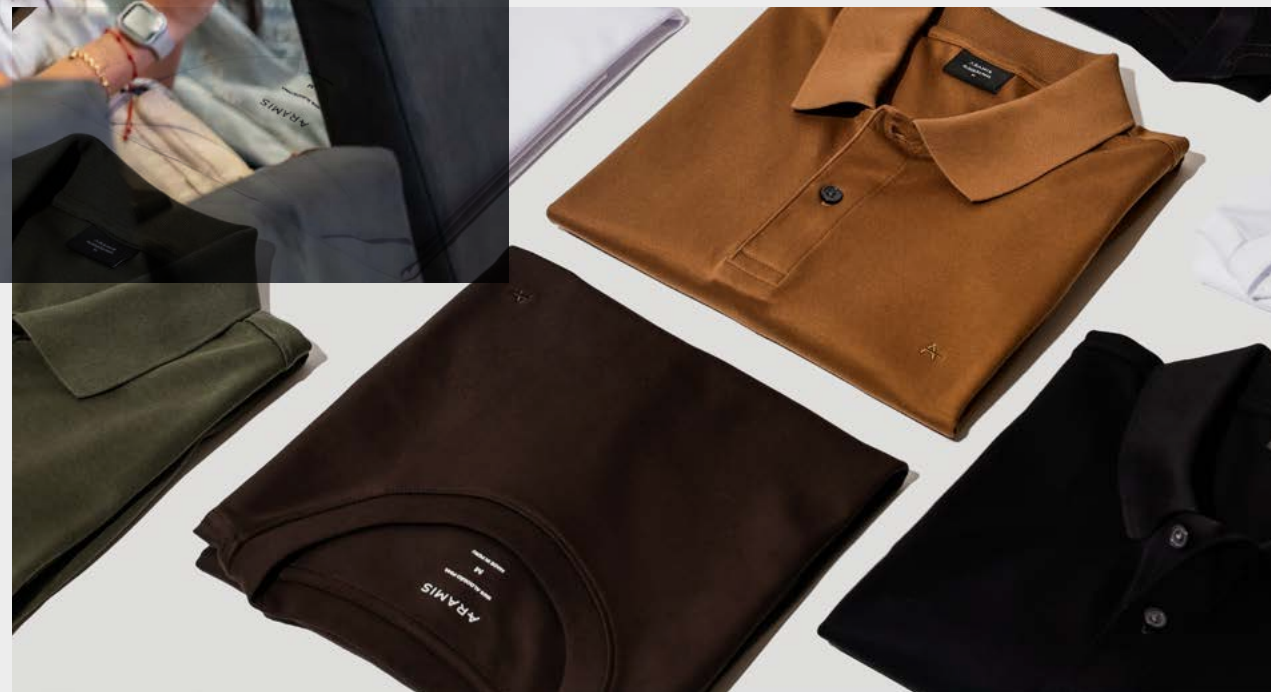
The consolidation of guidelines focused on talent attraction and retention, emphasizing employee recognition, improved working conditions and stronger connections between employees and the organization, represented major advances for the Company in 2025. These guidelines were aligned with the evolution of organizational culture and the Company's growth strategy, particularly in the context of expansion and governance maturity.

Throughout the year, the Company strengthened internal programs focused on employee well-being and recognition, with initiatives aimed at active listening, enhancement of benefits and the development of a healthier and more engaging work environment. Among the advancements, the review and improvement of the meal voucher benefit stand out, aligning it more closely with employees' needs.

For store teams, **Aramis Inc.** maintained its focus on the continuous improvement of its processes, with the goal of strengthening the perception of professional recognition, increasing team acknowledgment and supporting talent retention.

Together, this set of actions reinforced employee recognition and appreciation practices across different areas, contributing to a more stable organizational environment aligned with team expectations. As a result, **Aramis Inc.** recorded a reduction in its turnover rate in 2025, which is part of the targets of the Talent & Transformation department, reflecting the positive impact of talent attraction, retention and engagement initiatives.

Accordingly, **Aramis Inc.** ended the year with 1,166 employees, maintaining a growth trend compared to previous years. The gender distribution showed higher female representation, with 600 women and 566 men, indicating progress toward gender balance. Regionally, the workforce remained concentrated in the Southeast. During the period, 565 hires and 438 terminations were recorded, resulting in a net increase in employment for the year. In addition to its 1,166 employees, Aramis Inc. also engaged 20 non-employee workers, including 2 interns and 18 apprentices, who assisted with daily tasks while learning and gaining practical experience in their respective areas. **GRI 2-8**



→ DIRECT EMPLOYEES BY GENDER*

GRI 2-7

	2023	2024	2025
Men	534	509	566
Women	484	516	600
Total	1,018	1,025	1,166

Note: Data does not include interns and apprentices, as they are not covered by the Consolidated Labor Laws (CLT in the Brazilian acronym). All employees work under permanent, full-time contracts and are required to comply with working hours, regardless of whether they clock in or not. Data taken from payroll records, considering active employees as of December 31, 2025.

→ DIRECT EMPLOYEES BY REGION*

GRI 2-7

	2023	2024	2025
North	0	0	1
Northeast	188	161	164
Midwest	124	115	126
Southeast	676	716	825
South	30	33	50
Total	1,018	1,025	1,166

Note: Data does not include interns and apprentices, as they are not covered by the Consolidated Labor Laws (CLT in the Brazilian acronym). All employees work under permanent, full-time contracts and are required to comply with working hours, regardless of whether they clock in or not. Data taken as of December 31, 2025.

→ NUMBER AND RATE OF EMPLOYEE HIRES

GRI 401-1

	2023		2024		2025	
	Total	Rate	Total	Rate	Total	Rate
By age group						
Under 30 years old	295	72.0%	231	63.0%	276	61.0%
30-50 years old	263	49.0%	262	44.0%	266	42.0%
Above 50 years old	21	29.0%	15	20.0%	23	29.0%
By gender						
Men	321	60.0%	247	48.0%	283	50.0%
Women	258	53.0%	261	50.0%	282	47.0%
By region						
Midwest					43	34.0%
Northeast					35	21.0%
North					0	0.0%
Southeast					432	52.0%
South					55	110.0%
Total	579	0.57%	508	0.49%	565	48.0%

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

→ NUMBER AND RATE OF EMPLOYEE TERMINATIONS

GRI 401-1

	2023		2024		2025	
	Total	Rate	Total	Rate	Total	Rate
By age group						
Under 30 years old	161	60.8%	218	66.4%	178	50.0%
30-50 years old	258	46.8%	273	44.6%	238	40.0%
Above 50 years old	15	26.5%	21	24.1%	22	28.0%
By gender						
Men	234	52.3%	271	51.2%	236	45.9%
Women	200	46.7%	241	49.1%	202	40.3%
By region						
Midwest	41	34.4%	52	41.1%	35	31.0%
Northeast	81	44.7%	63	30.5%	35	21.3%
North	0	0.0%	0	0.0%	0	0.0%
Southeast	294	53.5%	377	55.5%	328	46.1%
South	18	56.7%	20	64.3%	40	95.0%
Total	434	49.60%	512	50.10%	438	43.00%

Note: The turnover rate is calculated using the following formula: [(Total hires during the year + total terminations during the year) / 2] / active employees in December of the year * 100. The termination rates published in previous reporting cycles have been revised to reflect the turnover rate methodology and to enable comparability.

GRI 2-4

<p>A+ Approach Attitudes</p>				
	<p>Respect</p>	<p>Collaboration</p>	<p>Ownership</p>	<p>Belonging</p>
	<p>We value diversity. Our relationships are human-centered and ethical. We respect one another, regardless of who we are.</p>	<p>Always connected and looking out for one another, we solve complex problems with agility and insight.</p>	<p>We see great opportunities in challenges. We act with responsibility and autonomy to delight our customers and exceed expectations.</p>	<p>We are passionate about what we do. We take pride in our brand and in our community.</p>

PEOPLE & CULTURE

Diversity & Inclusion

Progress in building a diversity and inclusion agenda aligned with the organizational culture and principles of respect, ethics and valuing people was a defining aspect of 2025 at **Aramis Inc.** The period was marked by structural changes aimed at formalizing institutional commitments and laying the groundwork for the continued advancement of this agenda across the Company.

Among the key developments, **Aramis Inc.** joined an LGBTQIAPN+ forum, expanding dialogue, knowledge exchange, and access to external benchmarks on diversity, inclusion and corporate best practices. The Company also identified opportunities to advance its diversity and inclusion agenda by adopting a conscious and gradual approach, consistent with its level of organizational maturity. This recognition guided the establishment of institutional foundations to further develop the agenda and expand its integration into the Sustainability strategy

Based on these initiatives, three substantiated cases of discrimination were identified in 2025 and duly investigated. **Aramis Inc.** conducted formal investigation processes, including analysis of reported facts, listening to the parties involved and evaluating available evidence. Appropriate corrective measures were implemented based on the findings of these investigations, in line with internal guidelines, the Code of Conduct and the principles of ethics and respect that guide the Company's actions. **GRI 406-1**

Following the investigation, the cases were monitored through ongoing engagement by the Human Resources Talent Partners, together with the leadership responsible for the area, focusing on: monitoring the effectiveness of the measures adopted; supporting the restoration of the work environment; preventing recurrence; and reinforcing behaviors aligned with a culture of respect, diversity and inclusion. All substantiated cases had their investigations concluded by year-end.

GRI 406-1

GRI 405-1 Diversity

→ **PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND GENDER**

Officer	Men	66.67%
	Women	33.33%
	Total	100.00%
Manager	Men	65.38%
	Women	34.62%
	Total	100.00%
Coordinator	Men	60.42%
	Women	39.58%
	Total	100.00%
Non leader	Men	46.13%
	Women	53.87%
	Total	100.00%
Total	Men	48.54%
	Women	51.46%
	Total	100.00%

→ **MEMBERS OF SENIOR GOVERNANCE, BY GENDER AND AGE**

By gender	
Men	77.78%
Women	22.22%
By age group	
Under 30 years old	0.00%
30–50 years old	88.89%
Above 50 years old	11.11%

Note: Senior governance includes all officers, the CEO and two investor representatives. Aramis began reporting this indicator in 2025.

→ **PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP**

Officer	<30 years	0.00%
	30–50 years old	83.33%
	> 50 years old	16.67%
	Total	100.00%
Manager	<30 years	3.85%
	30–50 years old	87.50%
	> 50 years old	8.65%
	Total	100.00%
Coordinator	<30 years	6.25%
	30–50 years old	87.50%
	> 50 years old	6.25%
	Total	100.00%
Non leader	<30 years	44.15%
	30–50 years old	49.21%
	> 50 years old	6.65%
	Total	100.00%
Total	<30 years	38.77%
	30–50 years old	54.37%
	> 50 years old	6.86%
	Total	100.00%



PEOPLE & CULTURE

Training and Development Programs

GRI 3-3 Human Capital Development, 404-2



In 2025, **Aramis Inc.** advanced in consolidating its training programs as a strategic pillar for human capital development, strengthening leadership skills, data-driven culture and preparedness for the responsible use of artificial intelligence. The initiatives were aligned with the evolution of the organizational culture and the demands of a business environment increasingly driven by technology and information.

The Um por Todos e Todos por Um (one for all, all for one) program is focused on leadership development, with distinct learning tracks tailored to the roles of officers, managers, coordinators and store leaders. These tracks include specific learning modules, respecting the challenges and responsibilities of each role and promoting greater consistency in leadership practices across the organization. The Company addressed themes such as inspirational leadership and artificial intelligence within this program, targeting four leadership levels (officers, senior executive managers, managers and coordinators and store managers). In addition, it addressed the theme of cultural DNA in conjunction with strategic leadership.

The ProtagonizA program serves as a mechanism to recognize and retain talent identified during the performance cycle – aiming to reinforce standout competencies while connecting employees to the Company’s future objectives. It continued throughout the year, strengthening autonomy, accountability and the development of behavioral competencies aligned with the Company’s culture. These initiatives contributed to reinforcing

the active role of high-talent employees – key individuals within the organization who contribute to results and embody organizational values. These talents were recognized and provided with experiences that further strengthened their performance ownership.

The Company has consolidated the use of a specialized development platform, centralizing content, learning tracks and internal programs. This hub focuses on communication and learning in a strategic and interactive manner. In this context, the Company advanced the structuring of product-focused learning tracks for store teams, as well as the creation of onboarding tracks, promoting more consistent integration of new employees into the Company’s culture, processes and expectations.

The sales training program, called Nosso Varejo (our retail), aims to boost sales and impact careers through the implementation of a continuous learning journey for all store employees. In this context, the focus is on collection-related content and sales training, preparing employees in Company-owned stores and outlets. In 2026, the initiative will also be extended to franchise teams.

A personalized onboarding journey was also developed for sales associates, in addition to the creation of a store-opening experience journey in partnership with the Franchise and Visual Merchandising teams.

Preparation for the use of artificial intelligence gained prominence in 2025, with AI literacy programs, lectures and internal initiatives aimed at disseminating concepts, risks and opportunities associated with the technology. The Company also continued to strengthen its data culture initiated in 2024, expanding awareness of the responsible use of information in decision making. Entry-Level Programs play a key role in this movement. In 2025, the Company concluded its first data-focused Internship Program, converting 70% of participants into full-time hires three months ahead of schedule. In addition, it launched its second Internship Program focused on artificial intelligence, selecting 21 interns from the market to accelerate an AI-driven culture within the organization. These interns will undergo a development journey focused on the skills needed for the future of work, including a technical bootcamp and sessions focused on soft skills development to accelerate both their careers and the business.

These achievements highlight the evolution of **Aramis Inc.**'s learning and development area in 2025. The positive results of the initiatives and the expansion of training fronts throughout the year are associated with the implementation of a Learning Management System (LMS) platform, which enabled the expansion of asynchronous training offerings available to the entire organization through the platform, as well as the evolution of the commercial training area, which during the year began offering strategic training programs for store managers and assistant managers. **GRI 404-1**



→ **AVERAGE TRAINING HOURS** **GRI 404-1**

By gender	2024	2025
Men	0.91	14.61
Women	0.89	12.01
By job category	2024	2025
Strategic professionals (Senior management)	1.09	10.66
Corporate and store leadership (middle management)	0.71	15.03
Performance-based employees (high performers)	1.19	7.90
Entry-level programs (Internship Program)	29.0	12.00

Note: The evolution of the learning and development area in 2025 is evident, reflected in the increase in training hours, driven by the implementation of the Learning Management System (LMS) platform, which enabled: an increase in the number of asynchronous training sessions available to the entire organization on the platform; the evolution of strategic commercial training programs targeted at store managers and assistant managers; the advancement of an AI-driven culture, resulting in an increase in training hours dedicated to artificial intelligence for leadership and the broader organization; and improvements in data management.





AI Internship Program

GRI 404-2

To shape the future of fashion through technology, purpose and collective intelligence, in 2025 **Aramis Inc.** launched – starting in 2026 – the retail sector’s first internship program focused on Artificial Intelligence, designed for students interested in being part of this evolution.

Accordingly, the Internship Program was designed for young talents who seek to combine people and technology to reinvent how work is performed, how learning takes place, and how impact is generated. The goal is to accelerate the careers of multipotential young talents, with an AI-driven mindset and continuous learning, enabling them to work in the development and application of AI (developing agents, implementing AI in processes, developing functionalities and serving as AI references) in an ethical and responsible manner across various departments at **Aramis Inc.**



The Program

The work is divided into five stages:

- **Selection journey:** The beginning of the experience at **Aramis Inc.**, through a digital, in-person and respectful process.
- **Onboarding:** A week-long immersion in our business and culture, during which young talents also build their own community and begin their learning-to-learn journey.
- **Bootcamp:** A two-month immersive and intensive learning experience focused on developing skills in Artificial Intelligence, process management and behavioral capabilities, creating a portfolio of AI solutions that generate direct value for the business.
- **On the job with mentoring:** Hands-on experience with specialized AI mentoring, where participants work on real projects, guided weekly by expert mentors.
- **On the job:** The stage in which young talents put ownership into practice, delivering real projects in service of **Aramis Inc.’s** departments.

Recognition and Engagement

In 2025, **Aramis Inc.** strengthened its recognition and engagement practices aligned with its organizational culture, valuing behaviors, performance and attitudes that reflect both its core culture and its evolving culture.

The expansion of listening initiatives, improved working conditions, valuing people and integration initiatives contributed to reinforcing the sense of belonging, team engagement and greater workforce stability throughout the year.

Accordingly, **Aramis Inc.** also encourages employee engagement in selected social impact initiatives, promoting solidarity through occasional internal campaigns that mobilize teams around social causes. In this context, in June 2025, the Company held the Campanha do Agasalho: um gesto que aquece (Winter clothing drive: a gesture that warms campaign), an internal initiative aimed at employees. The action lasted three weeks and resulted in the collection of 62 items in good condition, including women’s, men’s and children’s clothing, which were donated to Liga Solidária, a social organization committed to transforming individuals and communities, guided by the values of solidarity, inclusion and human dignity.





Aramis 30th Anniversary Convention



In 2025, **Aramis Inc.** celebrated three decades of the brand aboard the MSC Preziosa cruise ship, hosting a convention that brought together store leaders, franchisees, multi-brand partners, factory teams, logistics center teams and the corporate community in a unique bonding experience.

More than 500 employees, partners and leaders traveled along the Brazilian coastline in an event that marked the brand's 30-year history and the beginning of the Company's new cycle: the House of Brands, which will transform men's lifestyle in the country.

Over four days, the Company's journey was revisited, achievements were celebrated and future plans were aligned with clarity, strategy and ambition. Participants immersed themselves in the essence of **Aramis Inc.**, exploring the three pillars that support its vision for the future: Culture, Business and Connections.

This important milestone in Aramis' history concluded with the conviction that, from 2025 to 2030, both its professionals and the Company will continue pursuing the same purpose: to grow consistently, evolve at every step and keep advancing retail, technology and a living culture.

Highlights:

<p>PANEL ON THE COMPANY'S HISTORY</p>	<p>DISCUSSIONS ON THE CUSTOMER JOURNEY</p>	<p>CONVERSATION ON INNOVATION AND THE FUTURE WITH GUEST DIEGO BARRETO, CEO OF IFOOD</p>	<p>ORGANIZATIONAL CULTURE STRENGTHENED THROUGH INTERACTIONS AMONG THE PEOPLE WHO MAKE ARAMIS INC. HAPPEN</p>
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PEOPLE & CULTURE

Employee Health, Safety & Well-Being

The Company advanced in strengthening its health, safety and well-being practices in 2025, with a focus on promoting safer, healthier and more welcoming work environments. Throughout the year, it maintained and expanded initiatives aimed at physical and emotional well-being, occupational safety and mental health.

In this context, the Company promoted a vaccination campaign for employees, with the goal of expanding access to preventive healthcare and reinforcing collective care. It also carried out a series of initiatives focused on holistic well-being, including an online session led by a psychologist addressing five habits with a direct impact on mental health (nutrition, sleep, leisure, physical activity and interpersonal relationships).

Another initiative implemented was a bioelectrical impedance analysis, in which specialized professionals analyzed employees' body composition and provided guidance that served as a basis for developing more appropriate diets and exercise routines.

Additionally, an online initiative on financial health was held, covering ten essential topics related to financial awareness and education, with a focus on preventing indebtedness and related frustrations.

Aramis Inc. also carried out an in-company blood donation campaign, increasing awareness of the cause and directly contributing to saving lives, with a positive impact on nearly 200 individuals.

Regarding infrastructure, investments were made to expand and renovate internal spaces, including the creation of new common areas and the expansion of the cafeteria, promoting more suitable environments for breaks, meals and team interaction. The renovation of physical spaces also considered the specific needs of the teams, contributing to greater comfort, ergonomics and functionality in daily work activities.

In line with valuing people, the Company also continued to grant special leave days for mothers and fathers, recognizing different stages of family life and contributing to a better work-life balance. Additionally, initiatives were held on commemorative dates, with actions focused on engagement, integration and employee recognition, strengthening the organizational climate and sense of belonging.

The combination of all these actions reinforced **Aramis Inc.**'s commitment to promoting health, safety and well-being as central elements of people management and business sustainability.

Occupational health and safety management system GRI 403-1

Aramis Inc. has an Occupational Health and Safety Management System (OHSMS) in place, structured in accordance with applicable legal requirements. The OHSMS operates in a continuous and organized manner, covering hazard identification, risk assessment and control, occupational health monitoring and employee participation through formal mechanisms. It also encompasses all processes that may pose risks to workers' physical safety, such as handling of machinery and equipment, logistics processes, material handling, administrative routines and any other tasks performed at workplaces under the Company's control.

The system covers all operational, administrative, support and maintenance activities carried out in production sectors, external areas, offices, warehouses and other internal facilities, thereby encompassing all workers, including employees, temporary workers, apprentices and service providers performing activities within the Company premises.

→ WORKPLACE ACCIDENTS GRI 403-9

	2023	2024	2025
Number of workplace-related fatalities	0	0	0
Rate of workplace-related fatalities	0.00	0.00	0.00
Number of workplace-related fatalities with serious consequences (excluding fatalities)	0	0	0
Rate of workplace-related fatalities with serious consequences (excluding fatalities)	0.00	0.00	0.00
Number of accidents subject to mandatory reporting	1	0	3
Rate of accidents subject to mandatory reporting	0.49	0.00	1.28
Total hours worked	2,052,873	2,066,989	2,351,326

Note: Base number of hours – 1,000,000. HHT = no. of employees × 7.333h × 300 × 11/12. Frequency rate = no. of accidents / HHT × 1,000,000. Working-hours management continues to evolve to enable more accurate monitoring. In 2025, no workplace accidents involving third parties or cases of occupational diseases were recorded. The main types of accidents were typical (occurring at the workplace and during working hours) and commuting accidents. Risks are assessed in accordance with occupational health and safety standards and mitigated through the actions of the Internal Commission for Accident Prevention (CIPA in the Brazilian acronym).



Healthcare Assistance GRI 403-6, 401-2

Health insurance coverage is offered to all employees under CLT contracts and interns across Brazil, in accordance with the eligible coverage plans available in each region.

Life insurance is provided in accordance with the provisions of each region's collective bargaining agreements and is available only to eligible store employees, across all positions.

Employees may also seek care from professionals and healthcare facilities of their choice, using the accredited network of the Company's health insurance or, where applicable, public healthcare services. Coverage includes medical consultations, outpatient care, examinations, specialized treat-

ments and other procedures provided for in the plan or service used by the employee. Whenever necessary, the Company provides guidance on how to access the healthcare network, including information on coverage, communication channels and processes for scheduling appointments and using services.

In addition, employees have the autonomy to seek non-occupational medical care at any time, without the need for prior authorization from the Company for personal healthcare.

The Company does not offer a pension fund/private retirement plan or a stock purchase plan.



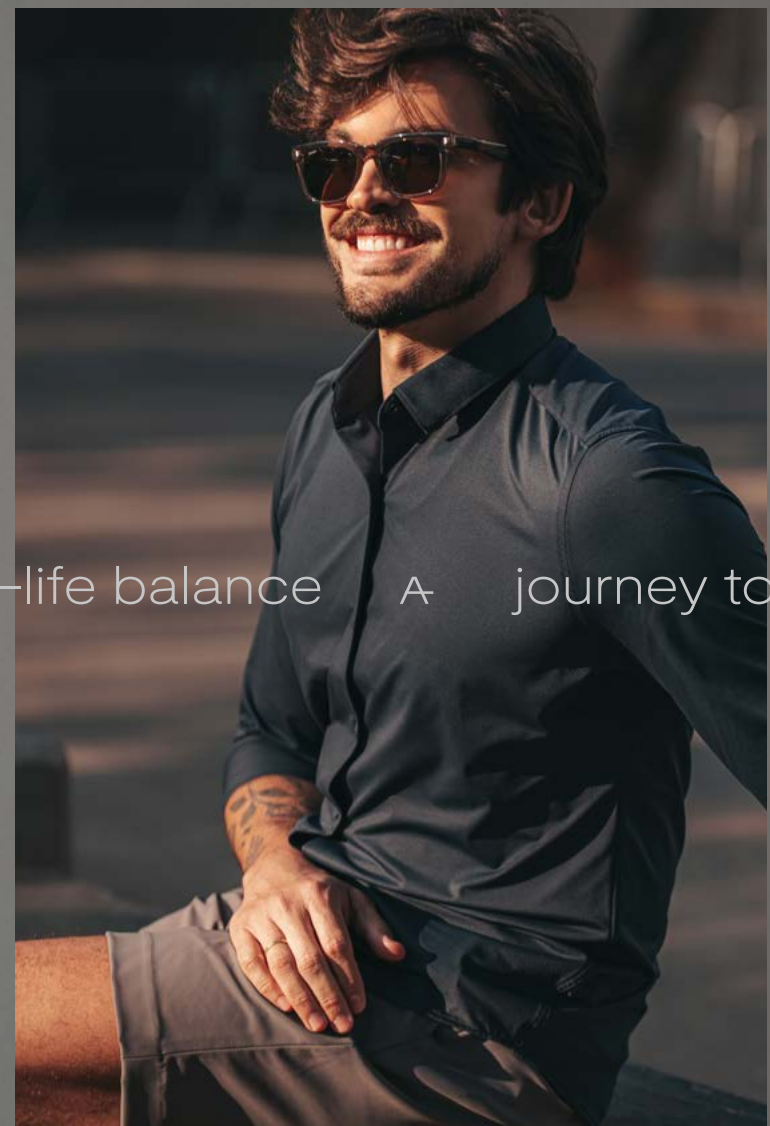
work-life balance



A journey towards work-life balance



A journey towards work-life balance



A journey towards work-life balance



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Aramis Inc. ESG Strategy



ARAMIS INC. ESG STRATEGY

GRI 2-12, 2-13

Aramis' sustainability strategy is guided by its materiality matrix, which directs the prioritization of efforts toward the most relevant topics for the fashion retail sector. Based on this guidance, the Company establishes as priority areas responsibility in the supply chain, responsibility in products and raw materials, engagement with communities, as well as diversity and inclusion – respect for plurality, identification of unconscious biases and the development of actions to address and mitigate them.

Sustainability at **Aramis Inc.** follows corporate governance practices, ensuring that the topic is addressed in a transversal manner and incorporated into the Company's targets and strategic planning. ESG targets are defined in alignment with the strategic planning process, following the same cycle of definition, monitoring and steering

adopted for other corporate objectives. To ensure alignment of ESG agenda guidelines across the Company, the Officers and the Executive Board oversee the sustainability strategy, which is integrated into organizational planning, operational plans and corporate policies.

The Sustainability department ensures the delivery of the strategic sustainability plan, following corporate routines supported by organizational governance. Progress on initiatives and relevant indicators is monitored in monthly meetings attended by executives and those responsible for strategic objectives and results.



ARAMIS INC. ESG STRATEGY

Stakeholder engagement

GRI 2-29

Structured engagement with stakeholders is an essential element for business sustainability and longevity, promoting strategic alignment, value creation and the strengthening of trust between **Aramis Inc.** and consumers of its brands, suppliers, civil society partners and investors.

Engagement with these stakeholders aims to strengthen the decision-making process, connect inputs with the sustainability strategy, contributing to the management of risks – both actual and potential – as well as to the identification of opportunities, with positive impacts on brand reputation.

<h2>Employees</h2>	<h2>Suppliers</h2>	<h2>Customers</h2>	<h2>Civil society organizations</h2>
<p>The onboarding and welcome process for new hires stands out, as well as the strengthening of the Company's culture through recurring pulse surveys. The Code of Conduct and internal communication channels also reinforce bonds and commitments.</p>	<p>Engagement takes place through daily interaction to build collaborative and transparent relationships. Through segmentation by criticality and risk – prioritizing those with greater impact on the business or higher exposure to vulnerabilities – continuous monitoring is carried out using feedback mechanisms, enabling suppliers to report challenges or suggest improvements, thereby creating a collaborative environment.</p>	<p>Communication is conducted via email and ongoing surveys to monitor and improve the customer journey.</p>	<p>Participation in agendas promoted by committees and working groups of initiatives such as ABVTEX, the UN Global Compact and Sou de Algodão (I'm made from cotton), advancing the topics covered by these agendas internally and with suppliers.</p>

ARAMIS INC. ESG STRATEGY

Supply Chain & Responsible Production

GRI 2-6, 3-3 Value Chain Management



In general, the value chain of the textile sector is subject to various impacts on natural resources and biodiversity, as well as on human rights. In order to promote best practices and transparency, **Aramis Inc.** is committed to ABVTEX certification, an essential requirement for contracting 100% of its domestic suppliers. Likewise, all new suppliers must also contractually adhere to the Company's Supplier Code of Conduct, committing to guidelines related to human rights, ethics and anti-corruption and health and safety.

Careful selection and development of suppliers is a commitment of **Aramis Inc.**, which seeks partners that operate with quality and are willing to evolve alongside the Company, developing innovative and sustainable materials and products. These practices foster healthy business relationships and help prevent risks related to supply disruption and the deterioration of partners and commercial relationships.

To link this topic to its strategy, the Company has established a sustainability target in the supply chain, which was applicable in 2025 to the Talent & Transformation Department.

Aramis Inc. structures its supply chain management based on rigorous labor, environmental and social criteria, clearly communicated to partners and incorporated into its supplier relationship model. The Company prioritizes long-term relationships based on strategic partnership, co-creation and predictability, promoting the joint development of solutions.

Aramis Inc.'s supplier chain is composed of domestic and international partners that meet the needs of development, production and distribution of its premium men's fashion products. The Company works with different types of suppliers, including:

SUPPLIERS (TIER 1)



SUPPLIERS (TIER 2)



THEY PERFORM ACTIVITIES ESSENTIAL TO THE PRODUCT LIFE CYCLE

Direct and subcontracted suppliers: Manufacturers of finished products, sewing contractors, laundries, weaving mills, knitwear manufacturers, printing facilities and accessory suppliers;

Tier 2 suppliers: Suppliers of fabrics, textile raw materials, trims and specific components.

Development and manufacturing of finished products;
Manufacturing involving labor-intensive processes;
Weaving, knitting and dyeing;
Printing and finishing processes;
Sewing and assembly;
Industrial laundry;
Production of trims and components.

Relationships with suppliers are structured according to the type of partnership established, including medium- and long-term contracts with strategic manufacturers, recurring relationships with key fabric suppliers, collection-based contracts for fashion items and seasonal launches, as well as short-term contracts for specific service demands. Partnerships with garment manufacturers are generally long-term in nature, aiming to ensure quality, consistency and production predictability. In 2025, the estimated total payments to suppliers amounted to R\$231 million, covering domestic and international suppliers of products and fabrics.



Supplier Selection and Assessment

GRI 2-6, 308-1, 308-2, 414-1, 414-2

Aramis Inc.'s supply chain includes both domestic and international suppliers. The list is periodically updated on the [Open Supply Hub platform](#). In Brazil, the larger supplier network requires closer monitoring of suppliers and subcontractors regarding compliance with social and environmental responsibility criteria. In order to ensure proper risk management, the Company adopts tools for the prevention and identification of potential non-compliance issues, including due diligence processes and documentation monitoring.

The Company requires its domestic suppliers to hold ABVTEX certification, which, through its classification system, maps the status of various components of the supply chain. In addition, it maintains a focus on the continuous improvement of its supply chain responsibility program, with the objective of reducing risks and working with partners committed to best practices in labor, environmental and transparency standards. In 2025, Aramis Inc. also began mapping recognized certifications among its international suppliers.

During the period, 89.42% of suppliers were mapped based on environmental criteria and 91.34% based on social criteria. Internal procedures are under development with a focus on the continuous improvement of monitoring and tracking negative social and environmental impacts generated by the supply chain. Through this framework, the Company seeks not only to identify potential risks, but also to implement preventive and corrective actions.

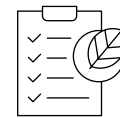
No cases of violations related to collective bargaining were recorded among Aramis' suppliers. No operations with risk of exposure to hazardous labor were identified, nor were any cases of child or forced labor mapped. **GRI 407-1, 408-1, 409-1**

Aramis Inc. Supplier Performance Index (IPFA)

The Company's Procurement department refined the Aramis Supplier Performance Index (IPFA in the Brazilian acronym) in 2025 and is working on its continuous improvement. The index is updated every six months at the end of each collection. Considering the operation with two annual collections (Winter and Summer), the index is reviewed twice a year, consolidating product commercial performance and supplier performance over the analyzed period.

Based on this assessment, the supply and risk mitigation frameworks are reviewed to guide more consistent, sustainable purchasing decisions aligned with the Company's strategy.

The main tool of the IPFA is the supplier classification matrix, in which partners are categorized as Gold, Silver, Bronze or in Transition, based on the cross-analysis between product commercial performance and the level of service provided.



Service level

Service level is measured based on objective criteria, structured into defined pillars, which include:

- Quality: Approval rate in inspections and defect levels;
- Social and environmental responsibility: Certifications and supply chain management practices;
- Financial score: Assessment of the supplier's financial health;
- Commercial evaluation: Analysis conducted by the Procurement and Style teams regarding product development, negotiation and partnership.



As a complement, an interdependence matrix is used, which assesses the representativeness of **Aramis Inc.** in the supplier's business, supporting decisions related to shared responsibility in contract extensions and the maintenance of a balanced and healthy commercial relationship.

Whenever critical issues are identified, suppliers are engaged in structured dialogues to define improvement plans, focusing on correcting pillars that present deviations or risks.

Based on consolidated information, the Procurement, Style, and Planning departments carry out integrated alignment to define semiannual purchasing forecasts. This process enables suppliers to anticipate workforce hiring, input procurement and production capacity organization, ensuring volume, predictability and balance in relation to other customers.

The IPFA is grounded in the principles of transparency, continuous monitoring of areas for improvement and anticipation of purchasing decisions, contributing to a collaborative, responsible and sustainable supply chain management.

ARAMIS INC. ESG STRATEGY

Deliverables: Quality, Materials & Sustainable Innovation

GRI 3-3 More Sustainable Products

The quality and durability of the garments that make up **Aramis Inc.**'s product portfolio constitute a strategic concept for brand positioning and sustainability, guiding the development of products with higher perceived value and contributing to the reduction of environmental impacts throughout the product life cycle.

In this context, the product strategy incorporates new features and practices that reinforce this commitment, with technical and strategic partnerships with suppliers as one of its central pillars.

This approach is based on the co-creation of fabrics and finishes, promoting the transfer of technology and know-how across the supply chain.

For the Urban brand, these advancements are reflected in products made with quick-drying fabrics and items that do not require ironing, reducing energy and resource consumption in the post-consumption phase. The Aramis brand maintains the established use of premium and more durable raw materials in its product portfolio, such as Peruvian Pima cotton and Egyptian cotton.

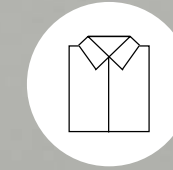


In addition, Aramis adopts a design strategy focused on timelessness, with less reliance on short-lived trends. The focus is on enduring fits, colors, and constructions that extend product lifespan and reinforce durability as both an environmental and consumer value driver.

Textile Labeling GRI 417-1

The Company fully complies with all legal requirements for textile labeling. All garments include internal care labels that transparently provide the origin of product components and the full composition of materials used in each item.

The label also displays standardized textile symbols, with instructions for washing, drying, ironing and other care procedures necessary to ensure garment durability. These practices ensure and reinforce our commitment to regulatory compliance and transparency throughout the entire product life cycle. One hundred percent of products are assessed for compliance with these procedures.



Fibers and High-Quality Raw Materials that Ensure Durability

- Peruvian Pima cotton
- Egyptian cotton
- Cotton from production systems that enable traceability
- Lyocell (TENCEL™)

Innovation and Circularity

- Projects undergoing technical validation

Evaluation of production chain

- Water-based technologies
- Processes free of harsh solvents

Textile Development

- Co-creation with suppliers
- Transfer of technology and know-how

Design and Performance

- Durability as a core attribute
- Timeless fits and colors

Urban | Functionality

- Quick-drying fabrics
- Garments that do not require ironing

ARAMIS INC. ESG STRATEGY

Environmental Performance



To further strengthen its environmental pillar and advance its ESG journey, **Aramis Inc.** is committed to operating in an environmentally responsible manner. To this end, the Company seeks to understand the impacts of its activities and products on the environment and applicable legislation; identify and minimize environmental risks associated with its operations and products, including climate-related risks and those arising from other environmental conditions that affect the business; promote efficiency in the use of natural resources, such as water, energy and materials; and create and develop products with fabrics and processes that ensure lower environmental impact.

Waste management

GRI 306-1, 306-2

The management of potential waste generated in **Aramis Inc.**'s operations begins as early as the product planning stage. The use of detailed technical specifications and the validation of pilot pieces enable fast and effective adjustments, contributing to the reduction of waste generation and preventing overproduction.

When damages are identified in received items, they remain stored at the logistics Center until the most appropriate destination is determined. The quality inspection process prevents the accumulation of defective items and ensures that, when returned to suppliers, they can be reused

or properly disposed of. **Aramis Inc.** also holds internal sales events for items with minor defects and runs recycling initiatives.

The Company's waste management plan covers the Headquarters, Logistics Center and the Oscar Freire store, located in the city of São Paulo. Nationwide, most stores are located in shopping centers, which have their own waste management systems.

Waste management in business units is also carried out at Casa Aramis, where the receipt of garments and fabric samples is accompanied by proper management and disposal practices to prevent the accumulation of waste. At the Logistics Center, large volumes of cardboard boxes and plastic bags are received and reused whenever possible, while non-reusable materials are sent for recycling, generating revenue. In stores, the receipt of goods involves the reuse of plastic bags and the proper disposal of cardboard boxes.

At the beginning of 2025, the Company implemented the Integrated Waste Management Program, in partnership with a waste management company, with the objective of properly handling waste generated in **Aramis Inc.**'s operations. This includes a platform for collection requests and management of documentation related to service providers and waste collection (Waste Transportation Manifests, Certificates of Final Disposal, Waste

Movement Declarations, among others). The waste management partner operates in compliance with applicable legislation and is responsible for collecting recyclable waste at Casa Aramis, the Logistics Center and the Oscar Freire store.

Additionally, during the year, the Company sent materials that could not be reused or recycled for co-processing. For packaging eligible for reverse logistics, mapping and compensation were carried out through credits.

Electronic waste is concentrated at the São Paulo office and, once a certain volume is reached, a supplier verification process is conducted to ensure proper disposal; this process includes checking environmental licenses and documentation. Pilot pieces and samples are not discarded but sold through internal sales events. The Company also operates with a more efficient inventory model, featuring a lean assortment aligned with demand and increased inventory turnover.

GRI 306-3, 306-4, 306-5

→ **CLASS II (NON-HAZARDOUS) WASTE** . in metric tons

GRI 306-3, 306-4, 306-5

By composition	2023	2024	2025
Paper	0.92	1.69	0.00
Plastic	0.15	0.35	6.11
Glass	0.04	0.00	0.00
Metal	0.05	0.02	0.00
Cardboard	60.37	106.59	107.74
Miscellaneous items that cannot be recycled	-	-	9.00
Total	61.53	108.65	122.85
By destination			
Recycling	61.53	108.65	113.85
Co-processing	-	-	9.00
Total	61.53	108.65	122.85

Note: **Aramis Inc.** does not generate Class I (hazardous) waste. Except for organic waste generated in shopping centers and sent to public collection, all other waste generated is diverted from landfills through recycling and co-processing outside the organization.



Climate change

GRI 3-3 Climate Change & Resilience, 201-2

Aramis Inc. is committed to integrating the climate agenda into its business model. Therefore, the Company is engaged in a continuous improvement process, with the active participation from different departments, to advance in the quantification of impacts and the implementation of actions that strengthen its climate agenda.

In this context, it maintains a Greenhouse Gas (GHG) emissions inventory; conducts annual Scope 1 and Scope 2 emissions inventories; and has been expanding the monitoring of Scope 3 emissions. In September 2025, it also achieved the Gold Certification of the Brazilian GHG Protocol Program (PBGHG), an initiative coordinated by the Center for Sustainability Studies at the Getulio Vargas Foundation (FGVces).

The certification recognizes the quality and transparency of **Aramis Inc.**'s 2024 Greenhouse Gas (GHG) Emissions Inventory, which covers direct and indirect emissions across its entire operation, reaffirming the application of established methodologies and the Company's commitment to long-term environmental management.

In the process of reviewing material sustainability topics, **Aramis Inc.** identified several business risks related to climate change, such as: vulnerability of operations to extreme climate events; supply chain challenges; changes in consumer purchasing behavior; and regulatory changes.

The Company also identified the decarbonization of apparel production as an opportunity and as actual and potential impacts of the business: the generation of emissions across the production chain and operations; the consumption of natural resources and energy in the supply chain; and the use of renewable energy in operations.

In addition, to avoid the generation of greenhouse gas (GHG) emissions in its operations, **Aramis Inc.** invests in the use of renewable energy and intelligent logistics routing, a requirement communicated to partners, especially carriers.

Attention to product quality is also a key factor in reducing emissions, as it prevents returns and the need for new deliveries. Proper waste management, including reuse and recycling actions, complements the Company's approach to managing its GHG emissions impacts.

In 2025, Scope 1 emissions were mainly concentrated in mobile operations and operational support activities, with emphasis on fugitive emissions, influenced by HVAC system maintenance routines. In terms of energy efficiency, the self-generation of solar energy at the Logistics Center stands out, an initiative that contributed to reducing emissions, avoiding 6.44 tCO₂e during the year.

Another significant step in 2025 was improved mapping of Scope 3 emissions. The Company advanced its understanding of impacts across its value chain by incorporating new categories into the inventory, bringing greater transparency and depth to emissions measurement. This effort resulted in an increase in reported emissions, reflecting not necessarily an increase in activities, but rather a more comprehensive mapping and the Company's continuous improvement in this area.





➔ **TOTAL DIRECT AND INDIRECT GHG EMISSIONS .** (in tCO₂e) GRI 305-1, 305-2, 305-3

	2024	2025
SCOPE 1		
Gross emissions	8.981	19,730
Biogenic emissions	-	1,360
SCOPE 2		
Venue	110.027	78,843
SCOPE 3		
Gross emissions	56.991	18,548,060
Biogenic emissions	-	1,665,490
TOTAL	175.999	20,313,483

Note: Gases included in the calculation: CO₂, CH₄, N₂O and HFCs. Consolidation approach for emissions: operational control. Base year: 2025. In Scope 1, there was an increase in fugitive emissions due to maintenance routines of climate control systems. In Scope 2, improved management and mapping were reflected in emissions reduction, in addition to the self-generation of solar energy at the Logistics Center. In Scope 3, Category 6 – Business travel, already reported in 2024, was maintained, and the following categories were added: Category 1 – Purchased goods and services; Category 4 – Upstream transportation and distribution; Category 5 – Waste generated in operations; and Category 7 – Employee commuting. Data has been reported since 2024 following the start of the assurance process, providing greater transparency and reliability in the calculation.

➔ **ENERGY CONSUMPTION.** (GJ) GRI 302-1

	2023	2024	2025
Non-renewable fuels (diesel)	124.66	278.70	141.99
Electricity – grid	6,929.22	7,666.24	6,247.81
Electricity – self-generation	511.00	500.84	543.61
Total energy consumed	7,564.88	8,444.94	6,933.41

Note: In 2024, projections were used for unavailability data, resuting in potentially higher consumption figures. In 2025, improvements were made to the management of store consumption data.

For the calculation of Scope 3 Category 1, we used the methodologies below:

- ACETATE** Product by material type (in kg) * emission factor from The Higg Sustainability Index methodology (CO₂e: 10.300 kg gas/kg)
- ACRYLIC** Product by material type (in kg) * emission factor from the WRAP – Waste and Resources Action Programme methodology (CO₂: 7.5800 kg gas/kg)
- COTTON** Product by material type (in kg) * emission factor from the Study of Greenhouse Gas Emissions of Better Cotton methodology (CO₂: 4.4430 kg gas/kg)
- RUBBER** Product by material type (in kg) * emission factor from CANALS, L. M. et al. Use of Life Cycle Assessment in the Procedure for the Establishment of Environmental Criteria in the Catalan Eco-label of Leather (CO₂ 19,800 kg de gás/kg)
- LEATHER** Product by material type (in kg) * emission factor from KIRCHAIN, R. et al. Sustainable Apparel Materials (CO₂: 3.1000 kg gas/kg)
- ELASTANE** Product by material type (in kg) * emission factor from VAN DER VELDEN N. M., et al. LCA benchmarking study on textiles made of cotton, polyester, nylon, acryl, or elastane (CO₂: 4.8400 kg gas/kg)
- JUT** Product by material type (in kg) * emission factor from SINGH, A. K. et al. Carbon footprint and energy use in jute and allied fibre production (CO₂: 0.5700 kg gas/kg)
- LINEN** Product by material type (in kg) * emission factor from the WRAP – Waste and Resources Action Programme methodology (CO₂: 0.3400 kg gas/kg)
- LYOCELL** Product by material type (in kg) * emission factor from The Higg Sustainability Index methodology (CO₂: 6.7300 kg gas/kg)
- WOOL** Product by material type (in kg) * emission factor from the WRAP – Waste and Resources Action Programme methodology (CO₂: 20.7900 kg gas/kg)
- METAL** (garment accessories) Product by material type (in kg) * emission factor from BISWAS, M. K., et al. The hidden environmental footprint of fashion's smallest parts (CO₂: 18.900 kg gas/kg)
- MODAL** Product by material type (in kg) * emission factor from The Higg Sustainability Index methodology (CO₂: 9.9400 kg gas/kg)
- NYLON** Product by material type (in kg) * emission factor from VAN DER VELDEN N. M., et al. LCA benchmarking study on textiles made of cotton, polyester, nylon, acryl, or elastane. (CO₂: 8.6400 kg gas/kg)
- PA (considered polyamide)** Product by material type (in kg) * emission factor from VAN DER VELDEN N. M., et al. LCA benchmarking study on textiles made of cotton, polyester, nylon, acryl, or elastane. (CO₂: 8.6400 kg gas/kg)

- POLYAMIDE** Product by material type (in kg) * emission factor from VAN DER VELDEN N. M., et al. LCA benchmarking study on textiles made of cotton, polyester, nylon, acryl, or elastane. (CO₂: 8.6400 kg gas/kg)
- POLYCARBONATE** Product by material type (in kg) * emission factor from BISWAS, M. K., et al. The hidden environmental footprint of fashion's smallest parts. (CO₂: 25.0300 kg gas/kg)
- POLYESTER/ELASTANE** Product by material type (in kg) * emission factor from MODEFICA, FGVces, REGENERATE. Fios da Moda: Perspectiva Sistêmica Para Circularidade. VAN DER VELDEN N. M., et al. LCA benchmarking study on textiles made of cotton, polyester, nylon, acryl, or elastane. (CO₂: 9.4100 kg gas/kg)
- POLYURETHANE** Product by material type (in kg) * emission factor from VAN DER VELDEN N. M., et al. LCA benchmarking study on textiles made of cotton, polyester, nylon, acryl, or elastane. (CO₂: 4.8400 kg gas/kg)
- POLYESTER** Product by material type (in kg) * emission factor from MODEFICA, FGVces, REGENERATE. Fios da Moda: Perspectiva Sistêmica Para Circularidade. (CO₂: 9.6000 kg gas/kg)
- RECYCLED POLYESTER** Product by material type (in kg) * emission factor from Fashion on Climate full report ("rPET is around 40% less emissions intensive than regular polyester"). (CO₂: 5.7600 kg gas/kg)
- SILVER** (garment accessories) Product by material type (in kg) * emission factor from BISWAS, M. K., et al. The hidden environmental footprint of fashion's smallest parts. (CO₂: 18.9000 kg gas/kg)
- RAMIE** Product by material type (in kg) * emission factor from SZONEIER. Ramie Plant: What It Is and Why It Matters for the Textile Industry (CO₂: 2.4000 kg gas/kg)
- RAYON** Product by material type (in kg) * emission factor from MODEFICA, FGVces, REGENERATE. Fios da Moda: Perspectiva Sistêmica Para Circularidade (CO₂: 4.6000 kg gas/kg)
- SILK** Product by material type (in kg) * emission factor from the WRAP – Waste and Resources Action Programme methodology (CO₂: 2.0300 kg gas/kg)
- TENCEL** Product by material type (in kg) * emission factor from The Higg Sustainability Index methodology (CO₂: 3.1600 kg gas/kg)
- VISCOSE** Product by material type (in kg) * emission factor from MODEFICA, FGVces, REGENERATE. Fios da Moda: Perspectiva Sistêmica Para Circularidade (CO₂: 4.6000 kg gas/kg)
- VISCOSE (BAMBOO PULP)** Product by material type (in kg) * emission factor from HE, L. et al. A comparative life cycle assessment of viscose fibers derived from cotton, wood, and bamboo pulp (CO₂: 4.6900 kg gas/kg)



ARAMIS INC. ESG STRATEGY

Membership in Associations

GRI 2-25, 2-28

Aramis Inc. is affiliated with the Brazilian Textile Retail Association (ABVTEX in the Brazilian acronym), where it participates in strategic industry discussions and has actively contributed, since 2019, to the improvement of the ABVTEX Program, which influences public policies and market trends. The Company ensures that 100% of its Tier 1 suppliers and subcontractors are approved in the ABVTEX Program audits, ensuring high standards of compliance and responsibility in the supply chain.

Therefore, to meet the requirements of the ABVTEX Program, **Aramis Inc.**'s domestic suppliers and subcontractors must hold certification declaring the Company's commitment to zero tolerance for child, forced or compulsory labor, with immediate suspension in case of identified irregularities.



The Company is a member of the Sou de Algodão Movement, promoted by the Brazilian Association of Cotton Growers (Abrapa in the Brazilian acronym), strengthening its role in building a more sustainable retail sector aligned with best market practices. Aramis Inc. is also a signatory of the Decarbonization League of the Textile and Fashion industry, a collective movement led by the Brazilian Textile and Apparel Industry Association (ABIT in the Brazilian acronym).

In order to facilitate access to information and promote greater transparency in the sector, Aramis Inc.'s supply chain is mapped and made available on the Open Supply Hub, a non-profit platform that drives the transition to safe and sustainable production through a complete, open and accessible map of the global supply chain.

Aramis Inc. is also a signatory to the UN Global Compact and the Adhesion Letter to the Companies and LGBTI+ Rights Forum. As a franchisor, it participates in the Legal Operations Committee of the Brazilian Franchising Association, whose main functions include facilitating legal processes and providing benchmarks of industry best practices.



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THIS CHAPTER

Financial Performance



FINANCIAL PERFORMANCE

GRI 2-1, 2-6

Each year, Aramis sells thousands of products across categories such as tailoring, casual wear, denim, knitwear, footwear and accessories. Products are offered nationwide, primarily in major consumer hubs, predominantly serving the male audience. Physical retail accounts for the largest share of sales, with solid same store sales (SSS) growth of 10.5%, followed by the multi-brand channel, franchises and e-commerce, which posted year-over-year (YoY) growth of 28.2% and continues to gain strategic relevance within the business.

Aramis Inc. closed 2025 with gross revenue of R\$844.7 million, compared to R\$ 677.1 million in 2024. By selling 3.67 million items in 2025, EBITDA reached R\$106 million.

A highlight was the shareholding restructuring, with the exit of investment funds and the founder, Mr. Henri Stad, and the entry of VCI-FC Holding AS. The transaction aimed to ensure long-term alignment between management and the Company's growth strategy. The continuity of Partner and CEO Richard Stad reinforces this positioning.

The new shareholding structure will support **Aramis Inc.**'s expansion strategy, which includes organic growth and future acquisitions.

→ **DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED** R\$ in million GRI 201-1

	2023	2024	2025
Economic value generated	601,922,035.72	710,570,485.13	838,726,385.62
Gross Revenue	605,770,731.45	715,695,129.35	844,666,370.00
Economic value distributed	528,027,584.84	619,986,154.90	742,767,345.74
Operating costs	147,713,076.15	180,286,802.15	221,220,170.23
Operating expenses	138,273,881.79	160,018,624.52	185,648,167.67
Wages and benefits	86,372,690.13	107,091,176.00	125,478,495.99
Payments to providers of capital	21,574,464.06	18,029,014.32	14,925,922.28
Payments to governments (by country)	134,093,472.71	155,100,687.12	195,494,589.57
Community investments	0.00	0.00	0
Economic value retained	84,065,884.06	95,708,974.45	95,959,039.88

Note: The information in the table is consistent with the Financial Statements disclosed to the market. Payments to providers of capital do not include transactions intended for the shareholders for profit distribution purposes. Gross revenue for previous years was updated to reflect royalties.



**FINANCIAL AND OPERATIONAL HIGHLIGHTS IN 2025****1. Revenue****18%**

Approximately 18% growth in 2025, even amid a challenging retail environment.

2. EBITDA**16%**

Above R\$ 100 million, with a margin of around 16%.

3. ROIC**28%**

Return on invested capital above 28%.

4. Governance & compliance

Enhancement of internal policies and risk controls.

5. Technology and data

Investments in technology and data: expanded use of data for decision making and personalization.

6. Engagement and appreciation of individuals

Initiatives focused on organizational climate, recognition and development.

7. Advances in sustainability and corporate responsibility

Integration of ESG practices into the business strategy.

8. International expansion

Expansion of presence in Latin America, entry into U.S. e-commerce, and progress in franchises in Africa and Asia.

9. Launch and strengthening of new brands

Launch of the Aramis Next children's brand, expanding the portfolio, and consolidation of Urban as a business unit.

10. Footwear unit

Internalization of the footwear unit: greater control over the supply chain, efficiency gains and reduction of operational risks.

11. Modernization of legal management with AI

Use of artificial intelligence to predict court decisions, reduce contingencies and increase strategic assertiveness.

12. Use of predictive models for inventory management

Application of AI for demand forecasting, reduction of excess inventory, and optimization of working capital.

13. Above-budget performance in new units

Urban delivered results above plan, reinforcing the diversification strategy.

14. Continuous improvement

Strengthening of a continuous improvement culture: integration of data, processes, technology, and people, with a focus on scale and sustainable efficiency.





APPENDIX

GRI Content Index

STATEMENT OF USE	Aramis Inc. has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD	Not applicable.

GRI STANDARD	INDICATORS	VENUE	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Details of the organization	5, 12, 63	-	-	-	
	2-2 Entities included in the organization's sustainability reporting	5	-	-	-	
	2-3 Period, frequency and contact for information about this report	5	-	-	-	
	2-4 Restatements of information	39	-	-	-	
	2-5 External assurance	This report has not been externally assured.	-	-	-	
	2-6 Activities, value chain and other business relationships	15, 52, 53 62	-	-	-	
	2-7 Employees	39	-	-	-	8, 10
	2-8 Workers who are not employees	38	-	-	-	8
	2-9 Composition and governance structure	20, 21	-	-	-	5, 16
	2-10 Nomination and selection of the highest governance body	20, 21	-	-	-	5, 16
	2-11 Chair of the highest governance body	The Chair of the highest governance body holds an executive position within the Company, as well as serving in an advisory role in other companies.	-	-	-	16
	2-12 Role of the highest governance body in overseeing the management of impacts	50	-	-	-	16
	2-13 Delegation of responsibility for impact management	20, 23, 50	-	-	-	
	2-14 Responsibilities of the highest governance body for sustainability reporting	5, 21	-	-	-	



GRI STANDARD	INDICATORS	VENUE	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	The Company is grounded in a strong organizational culture and in clear policies and procedures. Conflicts of interest are not disclosed to stakeholders; there are no specific measures or deadlines established for obtaining and disclosing such information.	-	-	-	16
	2-16 Raising critical concerns	Critical issues, such as indicators below planned targets, targets achieved ahead of schedule and evidence implemented in the strategy execution platform, are discussed in monthly meetings with C-level executives and weekly meetings with the responsible directors.	-	-	-	
	2-17 Collective knowledge of the highest governance body	In 2025, the Sustainability Committee was established and in 2026 the Company will give greater visibility to the topic.	-	-	-	
	2-18 Evaluation of the Performance of the highest governance body	In 2025, the Company did not have a formal process in place to evaluate the Board of Directors regarding the management of economic, strategic and social and environmental topics.	-	-	-	
	2-19 Remuneration policies	The Company uses market methodologies for job evaluation; for senior leadership positions, the assessment may be conducted directly by market consultants or through the application of a point-based methodology. This process aims to ensure competitive and sustainable compensation, aligned with the complexity of the role and its strategic responsibilities.	-	-	-	
	2-20 Processes for determining remuneration	The fixed and variable compensation policy is under development and managerial validation and will be approved by the Talent & Transformation Department, CFO and CEO. Decisions regarding promotions, merit increases and salary adjustments are technically validated by the Compensation department and submitted to the Executive Committee for approval. The policy does not provide for direct consultation with stakeholders or shareholders regarding compensation but considers market practices through salary surveys and annual benchmarking.	-	-	-	
	2-21 Ratio of annual total compensation	-	All the indicator.	Confidential information.		
	2-22 Statement on sustainable development strategy	7	-	-	-	
	2-23 Policy commitments	27	-	-	-	16
	2-24 Integration of Commitments and Policies	19,27	-	-	-	16
2-25 Processes to remediate negative impacts	61	-	-	-	16	
2-26 Mechanisms for seeking advice and raising concerns regarding ethics	27	-	-	-	16	



GRI STANDARD	INDICATORS	VENUE	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	No significant cases of non-compliance with laws and regulations were recorded in 2025, nor were there any fines or non-monetary sanctions.	–	–	–	
	2-28 Membership in associations	61	–	–	–	
	2-29 Approach to stakeholder engagement	6, 51	–	–	–	
	2-30 Collective bargaining agreements	As in 2024, all Aramis employees (100%) were covered by Collective Bargaining Agreements.	–	–	–	8
MATERIAL TOPICS						
GRI 3: 2021 Material Topics	3-1 Process to determine material topics	6	–	–	–	
	3-2 List of material topics	6	–	–	–	
VALUE CHAIN MANAGEMENT						
GRI 3: 2021 Material Topics	3-3 Management of material topics	52	–	–	–	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	In 2025, 56.63% of the Company's supplier-related expenditures were directed to suppliers located in Brazil.	–	–	–	8
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers selected based on environmental criteria	53	–	–	–	
	308-2 Negative environmental impacts in the supply chain and actions taken	53	–	–	–	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53	–	–	–	8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	53	–	–	–	5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	53	–	–	–	5, 8

GRI STANDARD	INDICATORS	VENUE	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 414: Supplier social assessment 2016	414-1 New suppliers selected based on social criteria	53	–	–	–	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	53	–	–	–	5, 8, 16
PRIVACY AND DATA SECURITY						
GRI 3: 2021 Material Topics	3-3 Management of material topics	32	–	–	–	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, no substantiated complaints regarding breaches of customer privacy were identified, nor were there complaints from regulatory agencies or records of data leaks, theft or loss of customers' personal data.	–	–	–	16
HUMAN CAPITAL DEVELOPMENT						
GRI 3: 2021 Material Topics	3-3 Management of material topics	37, 43	–	–	–	
GRI 202: Market presence 2016	202-1 Ratio of entry-level wage to local minimum wage, broken down by gender	The ratio is 1:1 – all employees receive salaries equal to or above the national minimum wage; there is no gender-based pay differentiation, and there is no management of third-party payroll.	–	–	–	1, 5, 8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39	–	–	–	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	48	–	–	–	
	401-3 Maternity / paternity leave	Parental leave benefits are granted in accordance with legislation.	All the indicator.	Not available.	The monitoring method for data related to granted leave was under review at the closing of this report. In order to ensure consistency of information, this indicator will be reported again in the next cycle.	5, 8
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health and safety management system	48	–	–	–	8
	403-6 Occupational health initiatives	48	–	–	–	6
	403-9 Workplace accidents	48	–	–	–	3, 8, 16
	403-10 Occupational diseases	In 2025, no work-related health issues were recorded.	–	–	–	3, 8, 16

GRI STANDARD	INDICATORS	VENUE	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 404: Training and Education 2016	404-1 Average hours of professional development per year, per employee	44	–	–	–	4, 5, 8, 10
	404-2 Programs for employee skills development and career transition support	43, 45	–	–	–	8
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of Aramis Inc. employees, across all functional categories, receive regular performance evaluations.	–	–	–	5, 8, 10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in governance bodies and among employees	42	–	–	–	5, 8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	41	–	–	–	5, 8
ETHICS & TRANSPARENCY						
GRI 3: 2021 Material Topics	3-3 Management of material topics	27	–	–	–	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	63	–	–	–	8, 9
	201-4 Financial assistance received from government	The Company did not receive any type of government support or incentives in 2025.	–	–	–	
GRI 205: Anti-corruption practices 2016	205-1 Operations assessed for corruption-related risks	Operations are not subject to corruption risk assessments (0%).	–	–	–	16
	205-2 Communication and training on anti-corruption policies and procedures	The topic is part of the Code of Conduct, communicated to 100% of employees and suppliers	–	–	–	16
	205-3 Confirmed cases of corruption and measures taken	No cases of corruption were recorded in 2025.	–	–	–	16
GRI 206: Unfair competition 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	As in the previous two years, there were no legal actions related to this topic in 2025.	–	–	–	16
GRI 207: Tax 2019	207-1 Approach to tax	26	–	–	–	1, 10, 17
	207-2 Tax governance, control and risk management	26	–	–	–	1, 10, 17
	207-3 Stakeholder engagement and management of concerns related to tax	26	–	–	–	1, 10, 17



GRI STANDARD	INDICATORS	VENUE	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 417: Marketing & Labeling 2016	417-1 Requirements for product and service information and labeling	56	–	–	–	12
	417-2 Incidents of non-compliance concerning product and service information and labeling	No cases of non-compliance related to product and service labeling were identified in 2025.	–	–	–	16
	417-3 Incidents of non-compliance concerning marketing communications	No cases of non-compliance related to marketing communications were identified in 2025.	–	–	–	16
CLIMATE CHANGE & RESILIENCE						
GRI 3: 2021 Material Topics	3-3 Management of material topics	59	–	–	–	
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities arising from climate change	59	–	–	–	13
GRI 305: Emissions 2016	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	60	–	–	–	3, 12, 13, 14, 15
	305-2 GHG emissions, indirect (Scope 2) GHG from purchased energy	60	–	–	–	3, 12, 13, 14, 15
	305-3 Other GHG emissions, indirect (Scope 3)	60	–	–	–	3, 12, 13, 14, 15
INNOVATION & TECHNOLOGY						
GRI 3: 2021 Material Topics	3-3 Management of material topics	22, 29	–	–	–	
MORE SUSTAINABLE PRODUCTS						
GRI 3: 2021 Material Topics	3-3 Management of material topics	55				
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	Through its Sustainability Policy, Aramis Inc. publicly commits to mapping and understanding the impacts of its activities on biodiversity and, based on this approach, acts in a sectoral and collaborative manner focused on reducing environmental impacts. The Company partners with and works alongside the Sou de Algodão Movement, supporting the use of Responsible Brazilian Cotton.	–	–	–	6, 14, 15



GRI STANDARD	INDICATORS	VENUE	OMISSION			SDG
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 301: Materials 2016	301-2 Virgin or recycled input materials used	-	All the indicator.	Not available.	Products are developed using recycled materials; however, the Company is working on improving how this information is mapped.	8, 12
GRI 302: Energy 2016	302-1 Energy consumption within the organization	60	-	-	-	7, 8, 12, 13
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	57	-	-	-	3, 6, 11, 12
	306-2 Management of significant impacts related to waste	57	-	-	-	3, 6, 8, 11, 12
	306-3 Waste generated	58	-	-	-	3, 6, 11, 12, 15
	306-4 Waste not sent for final disposal	58	-	-	-	3, 11, 12
	306-5 Waste sent for final disposal	58	-	-	-	3, 6, 11, 12, 15

ARAMIS ARAMIS next URBAN