

GUCCI PRESENTS 2023 GUCCI EQUILIBRIUM IMPACT REPORT SHOWCASING SUSTAINABILITY PROGRESS

Today, Gucci published its 2023 Gucci Equilibrium Impact Report, available on Equilibrium.Gucci.com, outlining the progress made over the last year to advance its sustainability ambitions. The report highlights new initiatives and performance data, building on past achievements to accelerate positive change throughout the Gucci Community and reinforce the House's actions to reduce its environmental impacts.

Divided between two pillars, People and Planet, the 2023 Gucci Equilibrium Impact Report illustrates the House's social and environmental commitments, focusing on a selection of initiatives that have been contributing to lasting change and value creation for communities and nature. Highlights in 2023 include:

PEOPLE

- First luxury fashion House in Italy to obtain Certification for Gender Equality.
- Awarded one of 2023 *Best Places to Work For Disability Inclusion* in North America for second year.
- Received the *Universal Fair Pay Check* certification, through Kering, covering all countries for 2023 and 2024 following global analysis of gender pay parity.
- Maintained employee diversity, with 63.4% female employees overall and 57% in management.
- 2,892 Gucci employees volunteered 21,062 hours to 100 NGOs under Gucci Changemakers Volunteering Program, \$600,000 USD granted to 12 NGOs recipients through Gucci Changemakers North America Impact Fund, and \$280,000 USD in scholarships awarded to 12 scholars via Gucci Changemakers North America Scholarship Program.
- Augmented Gucci Changemakers program by launching Gucci Changemakers London, granting €150,000 EUR to 3 grassroots organizations.
- Celebrated Gucci CHIME's 10-year anniversary, with over \$22.7 million USD raised to benefit 645,000 women and girls over decade.
- Established two new school partnerships to preserve craftsmanship while expanding training to 1,470 employees via ArtLab and Factories Academy.

PLANET

- Reached an overall -7% reduction of absolute GHG emissions combining scopes 1,2 and 3 of the Greenhouse Gas Protocol compared to 2021, making progress towards a -40% absolute reduction target by 2035.
- Attained a -78% reduction of absolute GHG emissions in scopes 1 and 2 of the Greenhouse Gas Protocol since 2015, via a science-based target aligned with a 1.5° pathway under its parent company Kering.

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- Maintained 100% for renewable energy in accordance with the RE100's guidelines in its directly operated sites (stores, corporate, industrial and warehouses).
- Expanded to 147 LEED-certified sites, totaling more than a 27% increase year-on-year.
- Attained 99% traceability overall for key raw materials.
- Increased responsible materials, including 100% responsibly sourced precious metals, 74% organic or recycled cotton, and 75% recycled viscose or from responsibly managed sources.
- Awarded 'Ellen MacArthur Foundation Award for Circular Economy' for its Denim Project at 2023 CNMI Sustainable Fashion Awards.
- Announced new Circular Hub in Italy to support the acceleration of luxury's circular transformation.
- Expanded pre-owned program with 'Gucci Preloved with Vestiaire Collective' offered in 28 stores across Europe.
- Bolstered internal circular programs, including Gucci-Up recovering 546 tons leather, fabric and metal and Gucci Scrap-less saving 3,850,377 litres water and 312,084 kW of energy leading to avoiding 4,648 tons of CO2.
- Invested in wool, cotton, and silk regenerative farming projects while developing new collaborations to expand regenerative materials in collections.

About Gucci

Founded in Florence, Italy, in 1921, Gucci is one of the world's leading luxury brands. Following the House's centenary, Gucci continues to redefine luxury and fashion while celebrating creativity, Italian craftsmanship, and innovation under the leadership of President and CEO Jean-François Palus and the Creative Direction of Sabato De Sarno.

Gucci is part of the global luxury group Kering, which manages renowned Houses in fashion, leather goods, jewelry, and eyewear.

Discover more about Gucci at www.gucci.com.

About Gucci Equilibrium

Gucci Equilibrium is our commitment to generate positive change for people and our planet. Powered by creativity and collaboration, we are reducing our environmental impact and protecting nature, while also prioritizing inclusivity and respect, so that everyone in our global #GucciCommunity is free to express their authentic, diverse selves. Building on momentum from our 100th anniversary, we are moving forward into the coming decades with an ongoing commitment to reinforce our culture of purpose, demonstrating our values through innovative pathways towards social and environmental sustainability. Gucci Equilibrium unifies the principles we uphold and the actions we pursue to treat our world and each other better, for our collective future. For more information visit equilibrium.gucci.com and discover Gucci's Instagram dedicated to social and environmental sustainability at [Instagram.com/GucciEquilibrium](https://www.instagram.com/GucciEquilibrium).

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