



# G||| Apparel Group

CSR Report | FY 2025



# GIII

AT A  
GLANCE

FY 2025

\$3.18B

GLOBAL REVENUE



500+

RETAIL STORES  
GLOBALLY\*

\*Company and partner operated stores



8

COUNTRIES WITH  
CORPORATE  
OFFICES



\$4.42

NON-GAAP  
DILUTED EPS



\$80M

LICENSING  
REVENUE



8

RETAIL WEBSITES\*

\*DKNY, DK, KL, KLP, VBQ, BASS,  
WILSONS LEATHER, SONIA RYKIEL



30+

OWNED AND LICENSED  
BRANDS ACROSS  
A RANGE OF CATEGORIES



1,600+

RETAIL PARTNERS  
GLOBALLY



4,600

GLOBAL  
EMPLOYEES

# A LETTER FROM OUR CEO

## DEAR STAKEHOLDERS:

I am pleased to share our FY 2025 Corporate Social Responsibility (CSR) Report, reflecting our ongoing efforts from February 1, 2024, through January 31, 2025.

This year marked significant progress and evolution for G-III, as we further strengthened our position as a global leader in fashion. The power and visibility of our brands, along with the solid foundation we built as an organization have enabled us to connect with consumers across the globe through meaningful brand experiences.

Through it all, corporate social responsibility remains integral to how we operate. With deep expertise in design, sourcing, marketing, and distribution across more than 30 owned and licensed global brands, we recognize our responsibility—and our opportunity—to help shape a more sustainable future.

Building on the first materiality assessment conducted in FY 2024, we saw a reduction in our Scope 1 and 2 emissions by over 30% and completed our first full Scope 3 assessment to better understand our broader value chain impacts. We continue to strengthen how we measure and manage our greenhouse gas emissions as we develop our climate strategy going forward.

We also advanced our commitment to using responsible materials. This year, we introduced a pilot material traceability program and began integration with our vendor partners. Our European brands, Karl Lagerfeld and Vilebrequin, expanded the use of preferred materials and recycled fabrics, and both have established repair programs designed to increase product life.

Our progress extends beyond environmental impact. As a company built on a foundation of doing what is right for our people and communities, we continue to honor that legacy through our work to promote safe, fair working conditions within our supply chain, fostering a great workplace for our associates, and investing in the communities where we work and live. To further our longstanding commitment to philanthropy, we launched GIII Gives in North America, including a new Matching Gift program to support the causes important to our associates.

We also strengthened our corporate governance. Today, 77% of our Directors are Independent, following the addition of three new Independent Directors over the past few years, and 50% of our Independent Directors have been refreshed in the past five years. Incorporating diverse points of view and expertise is crucial to the success of this organization.

I want to recognize our teams around the world—particularly across our supply chain—who have worked with dedication to meet new regulatory requirements, partner expectations, and our own commitments. I am very proud of the achievements outlined in this report, which reflect the shared values that drive G-III. I look forward to sharing more as we advance our commitments to building a more sustainable, inclusive, and resilient future.

**Morris Goldfarb**  
Chairman and  
Chief Executive Officer



Best regards,

A handwritten signature in black ink that reads "Morris Goldfarb". The signature is written in a cursive, flowing style.

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## OUR PEOPLE, INCLUSION, & PHILANTHROPY



## GOVERNANCE & ENGAGEMENT

These focus areas continue to evolve as we refine a strategy designed to remain flexible in a dynamic and changing environment.

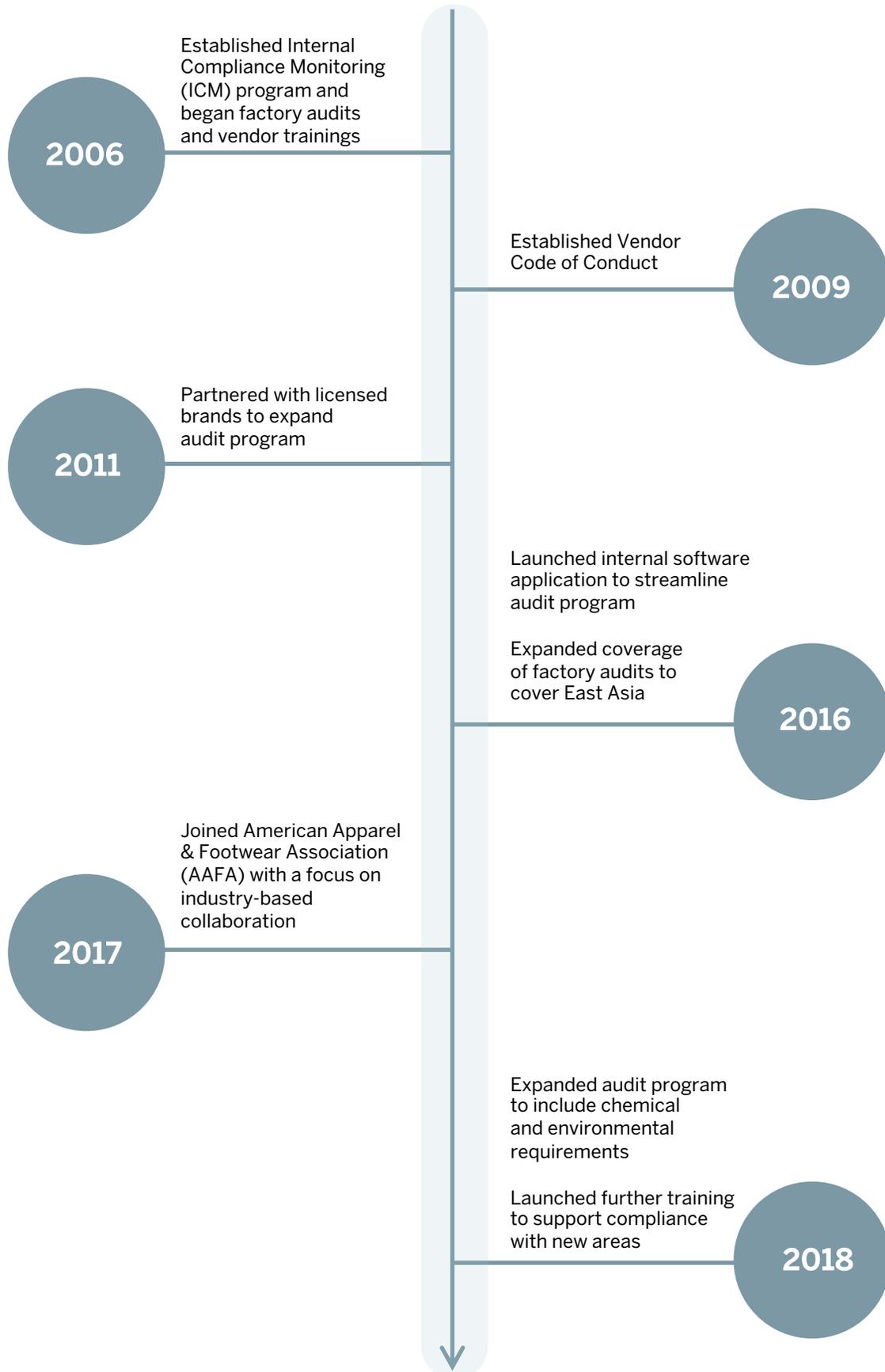


# SUSTAINABILITY



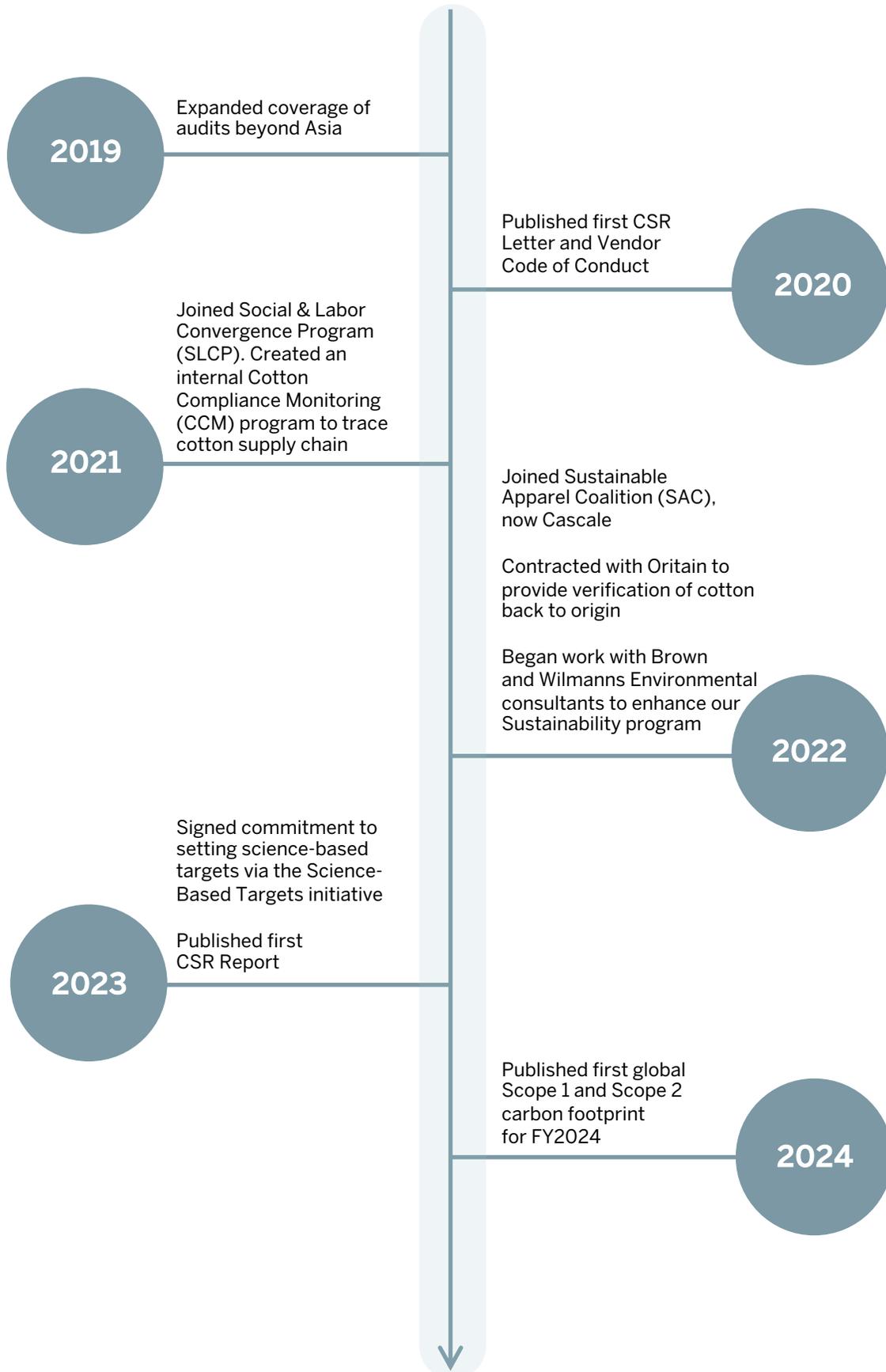
# SUSTAINABILITY

## KEY SUSTAINABILITY MILESTONES



# SUSTAINABILITY

## KEY SUSTAINABILITY MILESTONES



# SUSTAINABILITY

## OUR APPROACH

### ETHICS & COMPLIANCE

G-III is committed to conducting business with the highest moral, ethical, and legal standards while ensuring compliance with all applicable laws and regulations. Building a sustainable business that provides quality products to our consumers requires transparency, integrity, accountability, and a commitment to continuously improving our processes and those of our partners. We prioritize partnerships with vendors and factories that share this commitment. By collaborating with our vendors, we aim to ensure they are well-equipped to meet both our requirements and the dynamic regulatory landscape.

### VENDOR CODE OF CONDUCT

The G-III [Vendor Code of Conduct](#) establishes the set of standards all our business entities and partners are expected to uphold, affirming our collective commitment to integrity and responsible business practices. Recognizing the diverse cultural, legal, and ethical environments in which our products are manufactured, our Vendor Code of Conduct establishes essential minimum requirements for all G-III vendors, partners, and factories. In instances where differences in standards arise, vendors are required to always apply the highest standard. To ensure adherence to these principles, G-III conducts Internal Compliance Monitoring audits or engages third-party firms to assess our business partners' compliance.

#### SELECT REQUIREMENTS INCLUDE:



Maintain robust health and safety programs, fair wages, working hours, compensation, and benefits.



Enforce disciplinary policies to prevent harassment, abuse, and unlawful terminations.



Ensure freedom of association, the right to collective bargaining, and non-discrimination.



Recognize and avoid corruption and unsolicited payments.



Prevent child labor, forced or compulsory labor, and human trafficking.



Comply with all applicable laws and regulations.



Mitigate negative impacts on the environment.

# SUSTAINABILITY

## OUR APPROACH

### SUSTAINABILITY STRATEGY

In FY 2024, G-III conducted our inaugural materiality assessment, during which we systematically identified and evaluated the social and environmental impacts and opportunities associated with our business activities. The insights gained from this in-depth process form the foundation of our current sustainability strategy, ensuring our efforts are focused on the most significant areas of impact, influence, and responsibility.

The outcome of the materiality assessment was a clear prioritization of areas that are shaping and guiding the Company's evolving sustainability strategy. Four high-priority topics were identified for



#### Transparency and communication

Enhancing the accessibility, accuracy, and disclosure of sustainability data and performance.



#### Greenhouse gas (GHG) emissions

Accelerating efforts to measure, manage, and reduce GHG emissions in line with global climate commitments.



#### Environmentally preferred materials\*

Prioritizing the sourcing and use of lower-impact and more sustainable raw materials.



#### Product environmental impacts

Addressing the life cycle footprint of products, from design and manufacturing through use and end-of-life.

As we prepare for our next materiality assessment, we will take a comprehensive look at our value chain to clarify where positive connections can be leveraged, where risks must be mitigated, and how to best balance resources and priorities. This ensures that our sustainability strategy is dynamic, integrated, and capable of delivering long-term value for both the Company and its stakeholders.

### CSR GOVERNANCE

G-III's Board of Directors maintains oversight of and responsibility for G-III's sustainability strategy, including its implementation, speed, progress, and potential adaptations necessary to the approach. Ongoing performance is monitored through quarterly updates to the Board of Directors on the company's progress against its commitments. This includes climate-related strategy and implementation, supply chain social and environmental performance, regulatory compliance, and other relevant matters.

Decisions made by the Board are guided by G-III's core sustainability principles:



Compliance with Environmental Laws & Regulations



Collaboration & Engagement



Reporting



Reduction in Environmental Impacts



Continual Improvement & Innovation

The G-III Sustainability Committee includes representatives from across various functions, such as Sustainability, Global Sourcing Compliance, Legal, Production, and Corporate Communications. This committee works closely together to implement G-III's sustainability strategy, and partners with relevant G-III departments where identified environmental impacts and risks require monitoring and improvement programs. Frequent meetings facilitate close collaboration to ensure that progress is achieved and performance is communicated.

\*G-III defines environmentally preferred materials the way the Textile Exchange has historically defined them: "one which results in improved environmental and/or social sustainability outcomes and impacts compared to conventional production".

# SUSTAINABILITY

## SUPPLY CHAIN MANAGEMENT

Our dedicated in-house Sourcing and Supply Chain Organization, consisting of over 400 associates, oversees and manages our manufacturing and sourcing partners worldwide.

### KEY OPERATIONAL AREAS INCLUDE:



Sourcing Leaders



Audit Team



Supplier Relationship Managers



Compliance Monitoring Team

Our approach to sustainability prioritizes supplier engagement, recognizing the scale of our operations and the level of influence we hold with key manufacturing partners. By integrating responsible sourcing practices and strengthening collaboration, we aim to advance environmental and social performance across our supply chain.

Our Tier 1\* suppliers are critical in upholding our social and environmental standards. Through our longstanding vendor relationships, we ensure factories we work with maintain a clear understanding of our requirements. Leveraging the scale of our operations, we drive compliance across Tier 1 suppliers.

We work closely with vendors to ensure alignment with G-III's requirements, as well as those of our licensors and other key stakeholders. Through this collaboration, we not only promote compliance but also empower suppliers to strengthen their internal processes and advance workplace health and safety over the long term.

As part of our ongoing commitment to responsible sourcing, we are expanding visibility into our extended supply chain. By engaging vendors, suppliers, third-party partners, and leveraging innovative technologies, we are enhancing transparency to support our supply chain in meeting regulatory and stakeholder expectations across all tiers.



\*Tier 1 suppliers are suppliers involved in the manufacturing, assembly, or finishing of our final products.

# SUSTAINABILITY

## SUPPLY CHAIN MANAGEMENT

### AUDITS

Our Internal Compliance Monitoring program audits our Tier 1 suppliers to ensure adherence to our Vendor Code of Conduct requirements and those of our various distribution partners, brands, and the regions in which they operate. Compliance verification in our supply chain includes both announced and unannounced audits of supplier facilities.

We work closely with suppliers to develop and implement strategies that align with our standards and follow up on all audits to ensure that any adverse findings are immediately addressed through formalized Corrective Action Plans. In rare cases where a supplier shows egregious noncompliance, we typically pause business until adequate actions are taken. We are actively invested in improving our supply chain at every step. We mandate a facility environmental representative at the manager level or higher to make sure environmental and social issues are prioritized appropriately, and we support the creation of vendors' internal management systems to monitor and manage facility environmental impacts. Through our audit program, we confirmed that supplier factories that produce goods for G-III have some formalized environmental management system in place. Supplier self-assessments (see Factory Engagement) show that most of these are certified under standards such as ISO 14001.

### TRAINING & DEVELOPMENT

The social and environmental landscape is constantly evolving, and we work to continuously improve our own performance and leverage our scale and relationships to encourage suppliers to also improve their own environmental, social, and governance programs. We hold annual or semi-annual training sessions to ensure they are up to date on developments and best practices. Internally, we train our own staff on G-III's vendor requirements and related standards to ensure that personnel involved in supply chain management can identify potential issues and take the proper actions.

Nearly 60% of the Tier 1 factories we currently work with have been involved in one or more internal/external training programs, online meetings, or offline engagements.

#### Some of the training and development programs we create and execute include:

<b>CAPACITY BUILDING</b>	<b>MATERIALS TRACING AUDIT (MTA) PROGRAM</b>	<b>CHEMICAL MANAGEMENT PROGRAM</b>	<b>COTTON COMPLIANCE MONITORING</b>
Together with our licensing partners, we help develop and enhance processes and skills across our supply chain, such as worker well-being (i.e., timely payroll, health and safety, career enhancement) and environmental management (i.e., wastewater management and environmental audits).	Through the MTA Program, we work closely with our vendors to improve visibility into the products that are produced across our broad supply chain. We gather detailed information about materials, helping us improve transparency and support responsible sourcing practices throughout our supply chain.	Equips supply chain partners with essential knowledge about chemical management practices, restricted substances, and procedures for verifying compliance.	Educates internal staff and vendor factories about G-III's requirements and procedures for tracing the origin of cotton and ensuring its ethical sourcing, verified through ORITAIN.

# SUSTAINABILITY

## SUPPLY CHAIN MANAGEMENT

We are members of several industry-leading organizations to improve our visibility into our supply chains and work with other third parties to advance our management and compliance.

### OUR TOOLS



A non-profit alliance of over 150 partners that works to reduce the social and environmental impact of global apparel and textile production.

As a part of Cascale, we employ their standard Higg Facility Environmental Module (FEM), an environmental assessment of outsourced manufacturing facilities that grants us greater insight into facility-level performance so we can identify areas for improvement. Cascale also fosters collaboration across the industry, allowing us to streamline our social and environmental programs and improve vendor performance.



G-III utilizes a formalized cotton traceability program to further mitigate the risk of forced labor being used to create our products. To enhance our programs, we engaged Oritain, a third-party testing platform that measures the natural intrinsic properties of a product to verify its origin, enabling us to identify the exact source of our cotton and ensure it does not originate from regions with high risk for forced labor.



A non-profit multi-stakeholder initiative with industry-wide shared standards that aim to eliminate audit fatigue in global supply chains. Through our membership, we have increased the effectiveness of our audits and collected additional performance data from our suppliers while freeing up internal resources to better assist factories in addressing their most pressing issues.



In 2024, we engaged with Fairly Made, a program used to increase visibility across supply chains, assess product environmental impacts, and create digital product passports. By scaling this tool, we are improving our capability to report detailed material and product attributes from across our vast supply chains.

To date, across Karl Lagerfeld, DKNY, and Converse, we have analyzed close to 1000 styles by onboarding a group of our Tier 1 suppliers to the platform. Through this relationship, customers will gain visibility into the supply chain steps purchased products go through.

# SUSTAINABILITY

## ENVIRONMENT: CLIMATE IMPACT

We use the GHG Protocol standards to identify and classify our GHG emissions categories and to calculate our carbon footprint.

We also follow ISO 14064-1:2018, Greenhouse gases — Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals to quantify, manage, and transparently report our GHG emissions.

Our Scope 1, Scope 2, and Scope 3 inventories have been third-party verified to a reasonable assurance level in accordance with ISO 14064-3:2019, Greenhouse gases — Part 2: Specification with guidance for the verification and validation of greenhouse gas assertions.

### FY 2025 EMISSIONS:

<b>Scope 1</b>	1,773 metric tons* (CO <sub>2</sub> e)	Direct greenhouse gas emissions from sources owned or controlled by G-III, such as natural gas for heating and use of our company-owned vehicles	<b>Scope 2</b>	3,657 metric tons* (CO <sub>2</sub> e)	Indirect greenhouse gas emissions from the purchase of electricity, steam, heat, and cooling.
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We saw a 31% decrease in our Scope 1 and Scope 2 emissions between fiscal years 2024 and 2025, mainly due to improvements in our data collection process and changes to physical operating conditions. Our use of first-hand data reported from across the company increased for the FY 2025 cycle, reducing the need for secondary data sources such as industry average values. We also experienced shifts in our store locations as we worked to optimize our retail presence to deliver improved profitability, and we adjusted warehousing operations to drive cost savings and productivity, increasing outsourced warehousing.

We anticipate that our accounting of carbon emissions across our operations and value chain will continue to improve over the next few years, leading to an increasingly refined understanding of our emissions.

### ENERGY USE ACROSS OUR CORPORATE OFFICES, WAREHOUSES, & RETAIL STORES:

Activities across G-III's corporate offices, warehouses, and retail stores consumed 11,899 MWh of electricity, 804,490 cubic meters of natural gas, and 34,678 gallons of gasoline. This amount is equivalent to 690 homes' energy use for one year, according to the U.S. Environmental Protection Agency's Greenhouse Gas Equivalencies Calculator, using a national weighted marginal emission rate.



 = All corporate offices, retail stores, and warehouses

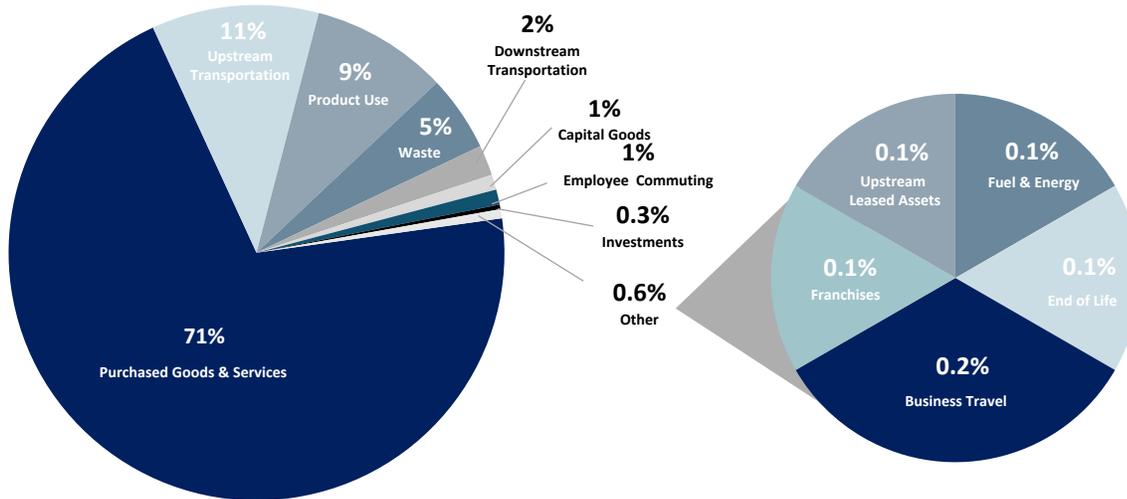
# SUSTAINABILITY

## ENVIRONMENT: CLIMATE IMPACT

We performed our first comprehensive Scope 3 assessment in FY 2025, evaluating the emissions associated with our upstream and downstream value chain activities. Consistent with our industry, our Scope 3 footprint represents the majority of our overall GHG emissions, due to the energy used in raw material cultivation and extraction, as well as the energy associated with material and product manufacturing.

Our total Scope 3 GHG emissions for FY 2025 were 1,151,697 metric tons CO<sub>2</sub>e.

### SCOPE 3 EMISSIONS BREAKDOWN\*:



69% of our total value chain emissions were associated with cradle-to-gate emissions of the goods we purchased, which include the following production stages:

- Cultivation, harvesting, and extraction of textile fibers such as cotton, wool, and polyester
- Transporting raw materials and intermediate goods between processing or assembly sites
- Cleaning, spinning, and transforming fibers into yarns and threads
- Weaving or knitting yarns to create fabric
- Dyeing, finishing, and printing
- Cutting, stitching, sewing, and assembling fabrics into finished products

These activities are carried out by vendors across our broad supply chains, but are considered indirect G-III emissions, meaning we have a responsibility to lower the environmental impacts associated with them. Potential avenues for addressing this area of our Scope 3 footprint involve designing products using materials that require less energy to produce and contain more natural and recycled fibers.

Following purchased goods, activities involving upstream and downstream transportation and distribution of goods to G-III facilities, retail stores, and customers resulted in the second-most GHG emissions with 13% of the total. This includes activities associated with third-party-owned warehousing and retail sales of G-III products.

Now that these emissions baselines have been established, G-III is ready to advance to the next phase of our sustainability journey through target development. We plan to formulate emissions reduction goals in the near term that align with the latest climate science and submit them for validation through the Science Based Targets initiative (SBTi). We are actively working to allocate the necessary resources to address emissions hotspots identified throughout our operations and supply chain.

# SUSTAINABILITY

## ENVIRONMENT: FACTORY ENGAGEMENT

We actively engage our production partners around the world to ensure compliance with our Vendor Code of Conduct, which is the foundation of our supply chain management efforts.

Our Sourcing and Supply Chain organization maintains a close relationship with our suppliers through site audit visits (See Supply Chain Management). We monitor and measure our suppliers' environmental performance through on-site audits as part of our Internal Compliance Monitoring program and through Higg Facility Environmental Module (FEM) self-assessments. We expect our vendors and suppliers to comply with all applicable environmental laws, rules, and regulations, including those related to emissions, discharge, and disposal of waste, chemicals, water, energy, hazardous chemicals, and air quality. Factories must adopt measures to mitigate negative impacts on the environment and strive to nurture a better environment at the facilities and in the communities in which they operate.

Supplier Audits	Supplier Self-Assessments
<p>Our Internal Compliance Monitoring Program audits our Tier 1 supplier factories to ensure adherence with our Vendor Code of Conduct.</p> <p><b>In Fiscal Year 2025, nearly 90% of all Tier 1 supplier factories were audited by G-III. The remaining factories provided validated third-party audit reports.</b></p> <p>Our procedures ensure that all audit findings result in formal Corrective Action Plans that are closed within 45 days, including appropriate preventive measures taken to prevent recurrence. In certain cases, re-audits are required to ensure closure of non-compliances.</p>	<p>We are working to make sure that each of our Tier 1* supplier factories completes Higg FEM assessments. These assessments help us measure and evaluate the environmental performance of our supplier factories in the following areas:</p> <ul style="list-style-type: none"><li>• Environmental Management Systems</li><li>• Energy and Greenhouse Gas Emissions</li><li>• Water Use</li><li>• Wastewater</li><li>• Waste Management</li><li>• Air Emissions</li><li>• Chemical Management</li></ul> <p>90% of our products were produced through Tier 1 supplier factories that have received FEM Verification assessments.</p>



# SUSTAINABILITY

## ENVIRONMENT: CHEMICAL ENGAGEMENT

Chemical management is crucial for establishing the safe, efficient, and compliant use of chemicals across G-III's supply chain. Our chemical management program ensures compliance with the Company's Restricted Substances List (RSL), preventing the use of banned substances in our products, and phasing out the use of restricted substances across our supply chain.

Our program works to ensure that risks associated with chemicals are monitored and addressed. These include, but are not limited to, testing products, safety procedures at the factory, and specialized equipment when handling wastewater treatment, taking steps to eliminate harmful chemicals throughout the supply chain, and adopting more sustainable materials that require fewer or safer chemicals to produce.

We acknowledge current and future regulations in the U.S., Europe, and other countries that further address chemical management, and work with industry groups to remain informed and up to date on these regulations and their effects.

### THE PROGRAM INCLUDES THE FOLLOWING ELEMENTS:

- Perform onsite audits to ensure Tier 1 suppliers have robust chemical management programs, including
  - Standardizing internal chemical management procedures for chemical handling, storage, and disposal
  - Training for applicable employees based on those procedures
  - Means to minimize environmental impact and promoting worker safety through risk assessment and safety protocols
  - Consistently enforcing full RSL compliance
  - G-III ensures all audit findings are corrected and closed per our Internal Compliance Monitoring Program
- Complying with evolving local and regional legislation, and licensor and customer requirements, which may vary
- Maintaining thorough procedures for RSL compliance verification
- Testing all products for banned and restricted substances using preferred laboratories
- Continually improving the program based on developments in product safety



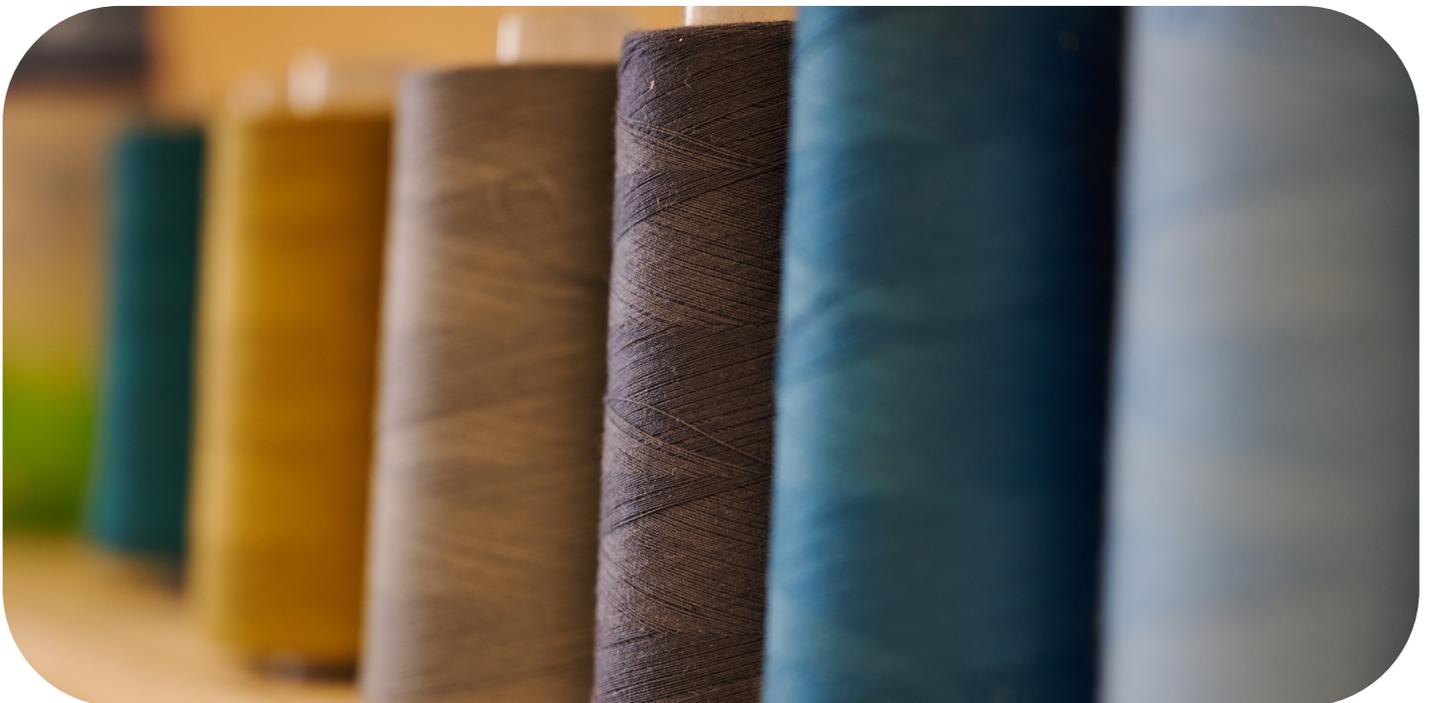
# SUSTAINABILITY

## ENVIRONMENT: PRODUCT IMPACTS

There are many environmental impacts associated with the materials used in apparel manufacturing, from water consumption and pollution, climate impacts, waste, to toxic chemicals. We are committed to mitigating the impacts that are associated with our purchased materials.

### OUR CURRENT MATERIALS-RELATED INITIATIVES:

- Assess our Scope 3 baseline and associated GHG emissions findings to inform our materials-related initiatives.
- Increase the use of more certified recycled materials, including the Recycled Claim Standard (RCS) and the Global Recycled Standard (GRS) certifications, in our products.
- Incorporate certified organic fibers and materials that utilize better practices to lower impacts in their cultivation.
- Continue building relationships with fabric mills to increase the use of preferred materials. We are working with mills like Lenzing to source more fibers made with environmentally preferred processes (i.e., viscose, Lyocell, etc.).
- Pursue company-wide commitment to source 100% recycled materials for all synthetic fibers by 2030.
- Set science-based target validated by the Science-Based Targets initiative (SBTi) and achieve net-zero GHG emissions in the future.
- Enhance supply chain traceability by leveraging our proprietary system to track material data and key sustainability metrics, including carbon emissions.



# SUSTAINABILITY

## ENVIRONMENT: PREFERRED MATERIALS

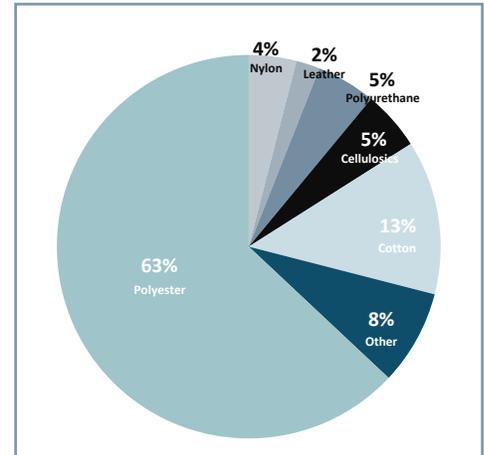
We work closely with our manufacturing partners to deliver high-quality fashion to our customers. We use a range of materials across our portfolio of owned and licensed brands, including cotton, leather, wool, and synthetics such as polyester and nylon.

We strive to increase the use of environmentally preferred materials in our products. G-III considers both recycled and natural-origin fibers to be environmentally preferred materials, which aligns with the definition according to the Textile Exchange.

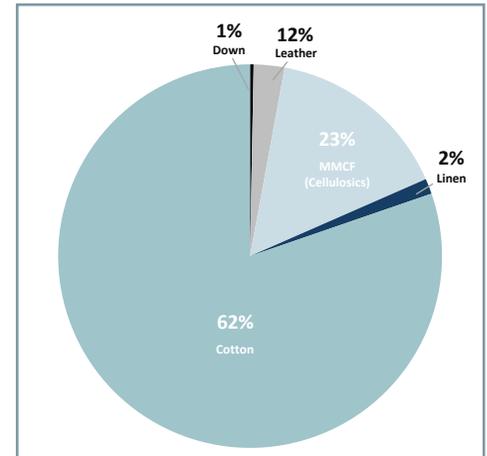
Synthetic materials constitute the majority of our materials use. Acknowledging that this is associated with negative environmental impacts such as high GHG emissions and microplastics, G-III has committed to sourcing only recycled versions of synthetic materials by 2030. We are also taking steps to introduce more natural (biogenic) materials into our product designs.

Cotton is the primary natural fiber used by G-III, making up 58% of all natural materials purchased. 19% of that is sourced as organic, recycled, or Better Cotton Initiative (BCI) certified cotton. Man-made cellulosic fibers (MMCF), such as Acetate, Lyocell, Modal, and Tencel account for 23% of natural materials. While cellulose fibers are not fully natural, they are man-made, semi-synthetic fibers derived from renewable wood pulp and cellulose. When produced using certified forestry practices or when recycled, these materials are classified as more sustainable alternatives to conventional synthetics.

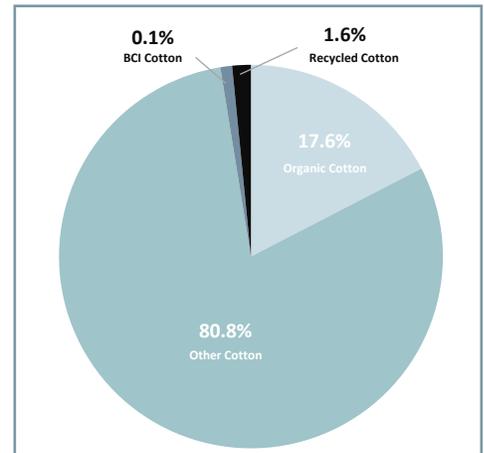
### ALL MATERIALS:



### NATURAL FIBERS:



### COTTON:



# SUSTAINABILITY

## ENVIRONMENT: IMPACT & STEWARDSHIP

### CIRCULARITY

Advancing circularity is integral to optimizing resource use, reducing waste, and strengthening long-term business resilience. Some of our brands have a long history of incorporating circularity initiatives into their collections. We believe the learnings from these efforts provide valuable insights that can inform broader programs like take-back and repair initiatives for G-III.

#### CURRENT INITIATIVES INCLUDE:

##### RECYCLED, ORGANIC, AND/OR NATURAL FIBERS:

**78%** of Vilebrequin products certified or labeled such as Oeko-tex, FSC, GOTS or GRS, Woolmark

**51%** of the Vilebrequin products certified are made from recycled materials

**93%** of Vilebrequin men's swimwear is made from recycled materials

##### EXCESS INVENTORY MANAGEMENT:

Working with our retail partners to seek solutions for unsold product to avoid unnecessary destruction.

##### VALUE AND DURABILITY:

Creating products with lasting style and high quality that consumers want to keep or responsibly resell.

##### REPAIR PROGRAM:

Karl Lagerfeld launched the Repair Atelier initiative, aimed at reducing garment waste by renewing damaged pre-consumer items. Additionally, the company published a specific care guide for customers to make sure they correctly take care of their products and focus on longevity.

Vilebrequin has a dedicated repair workshop in Paris, where qualified experts provide meticulous repairs.

### TRACEABILITY

G-III is advancing internal traceability initiatives through our proprietary system, which monitors material data and key sustainability metrics. We work closely with our supply chain partners to track and document shipments across all tiers, building an understanding of material origin and its environmental impact. This insight not only helps us reduce risk but also guides our transition to more sustainable materials.

We are focused on building a more transparent platform to showcase sustainability data internally, and we continue to refine our system to ensure a streamlined process for material data collection.

Traceability is increasingly important as regulations and stakeholder expectations call for greater visibility into product materials and assurance that no forced labor is involved at any stage of production.

By mapping these inputs across our supply chain, we strengthen transparency and support responsible sourcing practices throughout our operations.

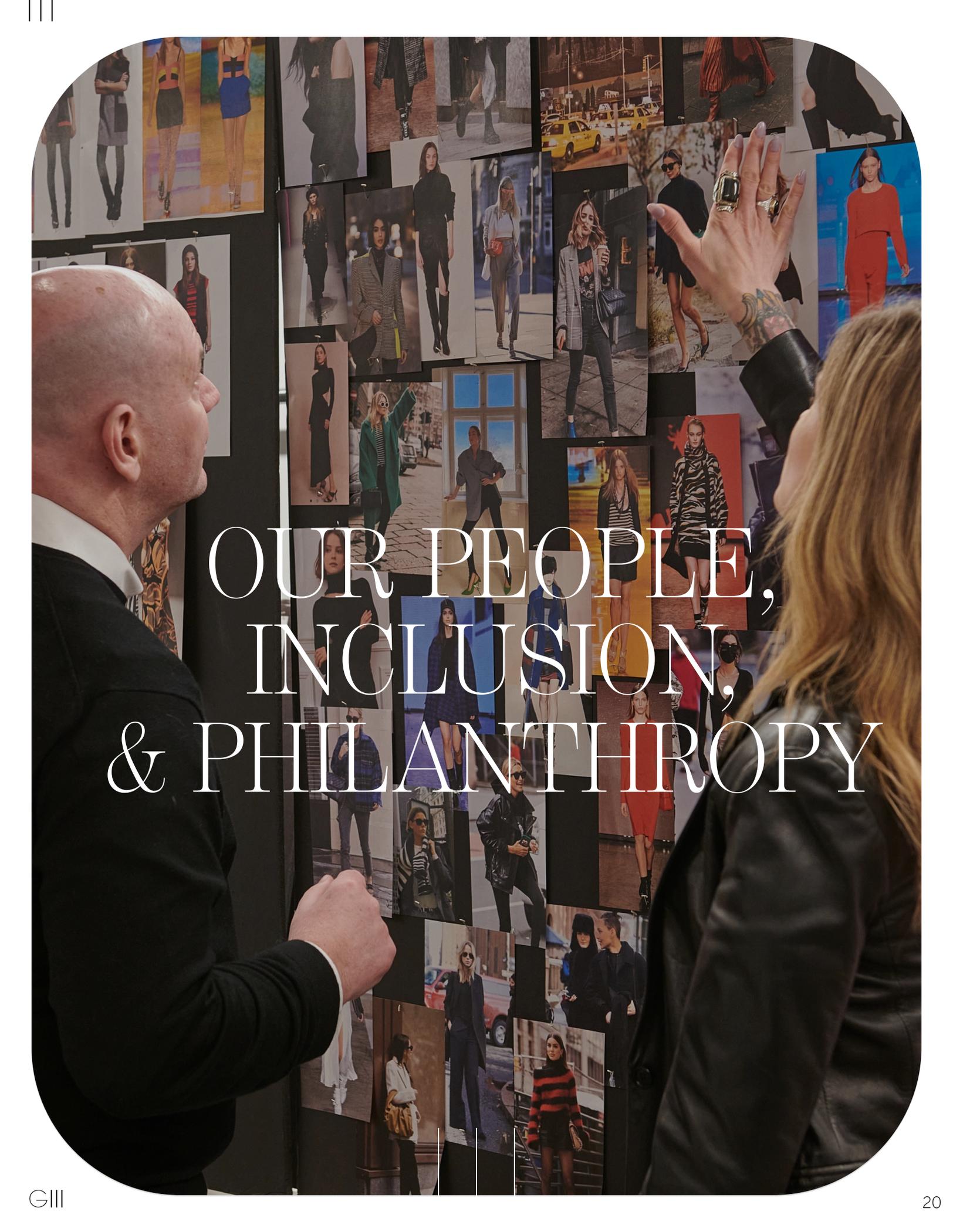
### INDUSTRY PARTNERSHIPS

A strong commitment to environmental and social responsibility is essential for driving progress across the industry. We collaborate with a diverse network of partners to strengthen our sustainability performance across our operations.

Engagement with our licensees and licensors enables us to share best practices and scale innovations across a broader scope of our business. We maintain close relationships with our downstream partners – particularly our customers and logistics providers – to advance programs that adapt to evolving regulations while collaboratively exploring new opportunities.

Participation with industry coalitions allows us to align on common tools, standards, and programs that standardize practices, creating greater efficiency across the apparel industry.

To further advance our progress, we partner with leading sustainability consultants who provide strategic guidance and identify emerging opportunities.

A circular collage of various fashion images, including models in different outfits, street scenes, and close-ups of clothing. In the foreground, a man in a dark suit and a woman in a black leather jacket are looking at the collage. The woman's hand is raised, showing a tattoo and rings. The text "OUR PEOPLE, INCLUSION, & PHILANTHROPY" is overlaid in white serif font.

OUR PEOPLE,  
INCLUSION,  
& PHILANTHROPY

# OUR PEOPLE, INCLUSION, & PHILANTHROPY

## OUR PEOPLE

Our people are at the heart of G-III's growth and success. We are committed to building a strong, inclusive, and engaged workforce by attracting and retaining top talent and fostering an environment where everyone can learn, grow, and thrive. Guided by our shared passion for what we create, pride in our partnerships, accountability in how we show up each day, and our entrepreneurial spirit, we continue to shape a culture that drives sustainable success.

### HIGHLIGHTS INCLUDE:

- Associate engagement initiatives supporting our brands and culture
- Training and development opportunities in areas important to our associates
- Learning sessions with our leadership teams
- Give back programs to support philanthropic initiatives
- Continued investments in technology, including new HR systems
- Policies, procedures, and practices for safety, advancement, discrimination, and harassment
- Equal Opportunity Employer with procedures to ensure compliance with labor laws

### ASSOCIATE HEALTH + WELLBEING BENEFITS:

Supporting the health and wellness of our associates and their loved ones is a top priority. We offer comprehensive benefits and resources centered around physical, mental, and financial well-being and are tailored to our regional businesses to best support our associates.

### A SAMPLE OF OUR NORTH AMERICA BENEFITS INCLUDES:

- Medical, Dental, Vision Insurance Plans
- Healthcare and Dependent Care Flexible Spending
- Reproductive Health Services
- 401k with Company Match
- Paid Time Off
- Life Insurance
- Supplemental Voluntary Benefits
- Employee Assistance Program
- Wellness memberships to Headspace and Noom
- Company brand discounts
- Corporate gym, travel, and entertainment discounts
- Commuter benefits



# OUR PEOPLE, INCLUSION, & PHILANTHROPY

## OUR PEOPLE

We are committed to building a workforce that reflects diverse perspectives, fosters inclusion at every level, and drives meaningful change across our organization.

AS OF JAN 31, 2025:



Of leadership identify as women\*



Of workforce identify as women\*\*



Of workforce identify as BIPOC



Of BOD identify as women or have diverse backgrounds\*\*\*

\*Based on associates at the Vice President level and above at G-III's New York corporate offices as of January 31, 2025.

\*\*Based on associates at G-III's New York corporate offices as of January 31, 2025.

\*\*\*Based on Board of Directors elected at the June 2024 Annual Shareholder Meeting



# OUR PEOPLE, INCLUSION, & PHILANTHROPY

## PHILANTHROPY

Our longstanding commitment to philanthropy and supporting the communities where we work and live is embedded in who we are. We are focused on maximizing our global impact through partnerships with key organizations across several pillars.

### OUR PILLARS:

- Education
- Children & Families
- Homelessness
- Environment

### OUR CONTRIBUTIONS:

- Grants to signature programs
- In-kind donations
- Service hours
- Senior advisement/mentorship

### OUR CORPORATE PARTNERS:



Ronald McDonald House (NY)



Women in Need (Win)



Delivering Good



The Fashion Institute of Technology

### KEY BRAND PARTNERS & INITIATIVES:



We believe in fostering a culture of giving through action. In 2024, we introduced **GIII Gives** in North America, a platform designed to make giving back easy for our associates. We support the organizations important to our associates with a company match, up to \$500 per year, to vetted 501c3 organizations. Associates can match their contributions or earn dollars for their charity of choice by volunteering.

In addition to our corporate contributions, our associate-led Council collaborates with our brands and businesses to develop and execute philanthropic initiatives our associates can participate in.



# OUR PEOPLE, INCLUSION, & PHILANTHROPY

## PHILANTHROPY

Through volunteering, associates can see the meaningful difference their time and effort make in the community.

G-III associates support our longtime partner, **Women In Need (Win)**, the largest provider of family shelter and supportive housing in NYC, throughout the year with activities such as, serving warm meals during the holidays and hosting activities for their CAMP Win program so children in shelter have a safe and fun place to spend their time when school is out.



Protecting our world's oceans is a cause close to our brands. Vilebrequin and Karl Lagerfeld Paris associates regularly volunteer for beach and canal cleanups for organizations like the **Surfrider Foundation, Plastic Whale, and Jutters geluk Foundation.**



Partnering with another longtime partner, **The Ronald McDonald House NY**, our associates volunteer their time by participating in monthly Day of Service opportunities and our Top Chef dinner service for families staying at the House while their children receive treatment for cancer and other pediatric illnesses.



Financial and product contributions are another way we offer support to the philanthropic organizations working tirelessly to expand their programs and help more people in need



To learn more, visit [www.giii.com/philanthropy](http://www.giii.com/philanthropy)



# GOVERNANCE & ENGAGEMENT

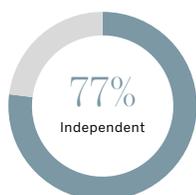
# GOVERNANCE & ENGAGEMENT

## OVERVIEW

We have made substantial progress with respect to Board independence and diversity. G-III's Board of Directors consists of thirteen members and includes ten, or 77%, of whom are independent.

While the Company does not have a formal policy with respect to tenure, we also strive to achieve a mix of experienced and newer directors, as shown by the election of 6 new independent directors over the last 5 years.

### INDEPENDENT



10 Directors are independent

### TENURE

0-10 Years:

6

11-20 Years:

4

21+ Years:

3

Independent Directors:

10.9 yrs

All Directors:

15.1 yrs

### AGE

40s:

2

50s:

1

60s:

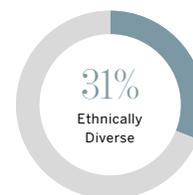
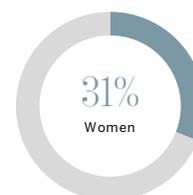
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70s:

6

Average:  
-66 yrs

### DIVERSITY



We greatly value the opinions of our stakeholders and have dedicated considerable resources to soliciting their views on a variety of topics, including governance and our Corporate Social Responsibility initiatives.

FISCAL YEAR	STAKEHOLDERS INVITED TO ENGAGE	STAKEHOLDERS CHOOSING TO PARTICIPATE
<b>FY2025</b>	90%	60%
<b>FY2024</b>	88%	59%
<b>FY2023</b>	93%	70%
<b>FY2022</b>	89%	62%
<b>FY2021</b>	91%	59%

# SPOTLIGHT ON

# KARL LAGERFELD

KARL LAGERFELD continues to explore how fashion can embody both beauty and responsibility, seamlessly integrating creativity with purpose, while honoring the legacy of the brand.

The brand's sustainability strategy – **KARL CARES** – is focused on actionable objectives across three core pillars:

## CARE FOR PEOPLE

Focuses on the impact it has on people across the business, including supply chain, office employees, retail store staff and consumers.

## CARE FOR THE PLANET

Actively aims to reduce its environmental impact, contribute positively to nature, and mitigate climate change, by focusing on increasing the use of more innovative materials and implementing a decarbonization strategy.

## CARE FOR PARTNERS

Drives positive impact by empowering its employees, communities, consumers, and partners to make more sustainable decisions and implement better practices.

## THE STRATEGY IS FURTHER ROOTED IN SIX CORE VALUES:

### COLLABORATE:

Work with partners to improve collective impact.

### RESPECT:

Treat all consumers, employees and supply chain workers with fairness and integrity.

### INSPIRE:

Encourage and support consumers to make more sustainable choices.

### INNOVATE:

Continuously look for new initiatives and sector developments that move the needle.

### PASSION:

Drive positive change by championing social and environmental responsibility across the business.

### CREATE:

Explore out-of-the-box solutions and new opportunities.

Amber Valletta has been the brand's Sustainability Ambassador since 2021. From collection concept to design, production and distribution, Amber's valued expertise helps to guide the KARL LAGERFELD team in creating more responsible collections with a holistic approach. In 2024, the brand launched the fourth KARL LAGERFELD x Amber Valletta collaboration, featuring six iconic KARL LAGERFELD bags reimaged with an innovative leather alternative called MIRUM®.



# SPOTLIGHT ON



For over 50 years, Vilebrequin has embodied the carefree elegance of Saint-Tropez while evolving into a brand rooted in environmental and social responsibility. With a focus on quality, longevity, and responsible manufacturing, the brand designs timeless swimwear made to be worn, re-worn, repaired, and passed on. Since 2018, Vilebrequin has eliminated virgin plastics from production, now using 100% recycled polyester and polyamide in its core men's swimwear line.

Innovation drives the brand's sustainability journey, incorporating regenerated and natural fibers including:

**ECONYL® Regenerated Nylon:** made from fishing nets and other industrial waste and is infinitely recyclable, with a carbon footprint which is up to 90% lower than ordinary nylon.

**NEW LIFE:** Recycled polyester, produced from plastic bottles

**SEAQUAL®:** Polyester yarn made from marine waste

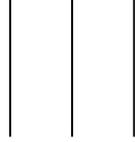
The brand continues to include more natural materials in their collections, such as linen, organic cotton, Woolmark's Super 120's Merino wool, and TENCEL™ from certified or controlled wood sources (FSC® or PEFC certified).



Committed to transparency and accountability, 90% of Vilebrequin's products are made within the Euro-Mediterranean region, minimizing transport emissions and ensuring high production standards.

Through its Paris-based repair workshop, the brand champions circular fashion—extending the life of garments and helping customers treasure pieces for generations.





G III

