



Executive Summary Sustainability Report 2025

Ermenegildo Zegna Group

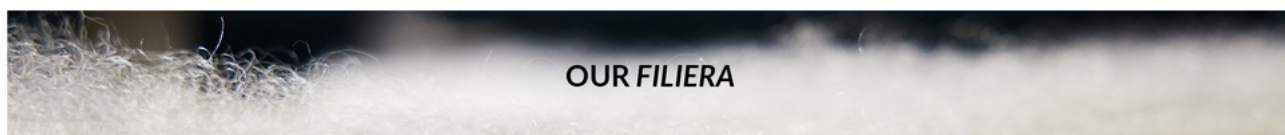
Our Group

Founded in 1910 in Trivero, Italy, the Ermenegildo Zegna Group (the “Group”) is a leading global luxury player, who owns the world-renowned ZEGNA and Thom Browne brands, and operates TOM FORD FASHION business through an exclusive long-term license agreement with The Estée Lauder Companies Inc.

At the Group’s core is a unique *Filiera*, a one-of-a-kind textile platform integrated with state-of-the-art industrial capabilities, which brings together the best luxury craftsmanship know-how and innovation capacity to ensure excellence and utmost quality.

Responsibility towards people, community and the natural world has been at the heart of the Ermenegildo Zegna Group’s belief since its founding. As of December 31, 2025, the Group employed 7,243 people¹ and had revenues of €1,917 million.

Ermenegildo Zegna Group



¹ The figure does not include 194 temporary employees as of December 31, 2025.

OUR PEOPLE: 2025 DATA

Group Employees

7,243

61% Women

97% Permanent contracts

36% of new hires are below 30 years of age

49% of managerial positions held by women²

OUR SUPPLY CHAIN & MATERIALS: 2025 DATA

Our Suppliers

293 key Tier 1 suppliers³

89% of total spending on Italian suppliers

126 raw materials and finished products suppliers audited

176 suppliers engaged (76% response rate) to collect environmental data on energy, water, chemicals

Our Materials

42% of traceable & lower-impact top priority raw materials

² Managerial positions include both "Top Management" and "Management".

³ This figure represents the number of relevant suppliers of the Group. Starting from FY 2023, relevant suppliers are defined as tier 1 suppliers with a purchased value of more than € 200,000 in the reporting year, corresponding to over 90% of the total purchased value. Starting from FY2024 the figure includes also suppliers of TOM FORD FASHION.

Our commitments



Three ESG commitments and 27 goals

The Group unveiled its ESG strategy in May 2022, during the Capital Markets Day. The strategy consists of 3 commitments, defined in 27 goals. The below table reports ESG goals with 2025 as target year, as well as ESG goals beyond 2025 where we have achieved significant progress⁴.

Commitment	ESG goal	Target year	2025 Status
Commitment 1: Made in Italy, transparently!	Join relevant trade associations	2023 onward	Achieved. The Group joined Textile Exchange in 2022, ZDHC Brand to Zero in 2024 and the UN Global Compact in 2025. The Group will keep considering further engagements with relevant industry associations.
	Top priority raw materials with at least 50% traced to the geography of origin and from lower-impact sources	2026	In progress: 42% of traceable & lower-impact top priority raw materials.
	>90% Made in Italy supply of yarns & fabrics	2025	Achieved. Over 95% of spending on yarns & fabrics from Italian suppliers.
	Product raw materials tracking: >95% of products enabled with a product traceability system	2030	In progress. The Group has been experimenting with digital product tracking solutions to assess technology readiness.

⁴ For the complete list of ESG goals please refer to the “Our Sustainability Commitments” section in the 2025 Sustainability Report.

Commitment 2: Weaving the fabric of tomorrow	Impact investing on wool, cashmere & cotton raw material sources with regenerative agriculture and carbon sequestration initiatives	2023 onward	In progress. The Group is a founding member of the Unlock Programme, developed by The Fashion Pact.
	Launch the Group Accademia	2024	Achieved. In 2024 the Group built on the broadening of the Group Accademia project in 2023, developing its new learning strategy and framework, Accademia dei Maestri. The activities continued in 2025.
Commitment 3: Oasi, home of our values	Climate change commitment with Science-Based Targets initiative (SBTi) submitted	2022	Achieved. In May 2023, SBTi verified Ermenegildo Zegna NV's net-zero (both near- and long-term) science-based target by 2050. During 2024 the Group reviewed and resubmitted to SBTi its updated targets, verified and validated on February 13, 2025.
	Assess water footprint & commit to reduction targets, aligned with Science Based Targets Network (SBTN) evolution	2022 (Internal productions) 2025 (External)	Achieved. Completed first Group water footprint assessment in 2022. In 2024 the Group adopted a water ambition and impact reduction targets. In 2025 the Group continued collecting suppliers' environmental data and measured the related water footprint.
	100% electricity from renewable sources (scope 2)	2024 onward (Europe & US) 2027 onward (Group)	Achieved. Achieved 100% of electricity from renewable sources at Group level.
	100% fully electric or plug-in hybrid corporate vehicles (scope 1)	2025	In progress. 74% reached in 2025.

2025 Key Projects



Governance

MANAGEMENT SUSTAINABILITY COMMITTEES

The increasing relevance of sustainability as part of the Group's strategy and the numerous related projects involving all Brands, entities and functions across the Group led to the adoption of a new governance model dedicated to sustainability, with managerial committees operating at the Group and Brands level respectively:

- The **Group ESG Committee**, acting as a think-tank for identifying new sustainability risks and opportunities. Such Committee monitors compliance with recent and emerging ESG-related regulations and oversees the execution of public commitments made by the Group. It also monitors industry and global trends in sustainability to enhance sustainable long-term value creation.
- Three **Brand ESG Committees, one for each Group segment**, in charge of designing, implementing and monitoring the progress of each Brand's ESG initiatives and their alignment with their own business strategies as well as with the Group ESG Strategy.

POLICIES AND RESPONSIBLE BUSINESS PRACTICES

The Group believes in and complies with the principles and values of legality, integrity, equality and impartiality, transparency, correctness and reliability, professionalism, confidentiality, human resources and human rights, health and safety, environmental protection, and fair competition. In this regard, the Code of Ethics is the cornerstone of the Group governance model and promotes the Group values across the organization as well as towards its stakeholders.

To incorporate such principles into day-to-day business practices, the Group translated the principles of the Code of Ethics into specific policies such as Anti-corruption, Anti-money laundering and sanctions, Tax, Antitrust, Human Rights, Diversity, Equity and Inclusion, Parental leave. In 2025 new policies have been introduced covering Responsible Raw Materials Sourcing and Ethical Marketing practices.

In line with previous years, the Group participated in the CDP disclosure process, obtaining A-list recognition on CDP Climate survey for the reporting year 2025.

Lastly, the Group joined the United Nations Global Compact, reinforcing its commitment to aligning corporate strategy and operations with internationally recognized principles on human rights, labor, environment and anti-corruption, while supporting the achievement of the Sustainable Development Goals (SDGs).

Social

DIVERSITY, EQUITY & INCLUSION

In 2025, an important step in the Group's progress on gender equality was the achievement of the Italian Gender Equality Certification (UNI/PdR 125:2022) by the following Italian legal entities: Ermenegildo Zegna N.V., EZ Service S.r.l., IN.CO. S.p.A., and EZI S.p.A. To support the ongoing implementation of the related requirements, a Gender Equality Steering Committee was established and composed of representatives from various functions. The Committee oversees the monitoring and implementation of gender equality related KPIs, strategic plans and initiatives. Over the next two to three years, the Group aims to maintain the certification and extend the programme to other entities. Alongside this, activities related to policy development, awareness, and DE&I training continued as planned.

In addition, as part of our "Growing Together" initiative, we launched a pilot training course focused on gender equality, engaging both male and female senior managers. The primary objective of this pilot was to foster education and awareness around gender parity, equipping participants with the knowledge and tools to recognize and address gender-related dynamics in their daily work.

Recognizing the importance of equity, meritocracy, and performance across all HR processes, in recent years we publicly set a target⁵ for gender balance in top management. In 2025 we achieved the target, following the implementation of a series of initiatives aimed at the management level of the Group. The introduction of periodic dashboards and monitoring actions has enabled us to track our progress, monitor new hires and turnover, while also identifying actions to improve the effectiveness of our hiring processes. The Group is committed to maintaining the target in the years ahead.

⁵For more information see: [DE&I Policy](#).

PEOPLE ENGAGEMENT, WELLBEING & DEVELOPMENT

Key initiatives executed in 2025:

1. Following the launch of the first People Engagement Survey ("POP – Perspectives of People") in 2024, which achieved over 75% participation at Group level, 2025 marked the shift from listening to action. A structured follow-up phase was implemented globally to translate insights into concrete improvement plans, reinforcing engagement ownership and a culture of feedback and development.
2. Leadership development remained a strategic priority. The RISE – Ready to Inspire, Shape and Elevate – programme was launched for Executives and Top Managers to strengthen long-term strategic thinking and sustainable innovation. In parallel, the "Our Road to Lead" programme supported newly promoted managers, while personalized and team coaching initiatives enhanced managerial capabilities and organizational alignment.
3. The Group expanded ISO 45001 Occupational Health & Safety certification in 2025, with Ermenegildo Zegna N.V., EZ Service Srl, EZI S.p.A. and Lanificio Ermenegildo Zegna achieving the certification, in addition to In.Co S.p.A. and Consitex S.A., while ISMACO TEKSTİL LİMİTED ŞİRKETİ is targeting certification by 2026.

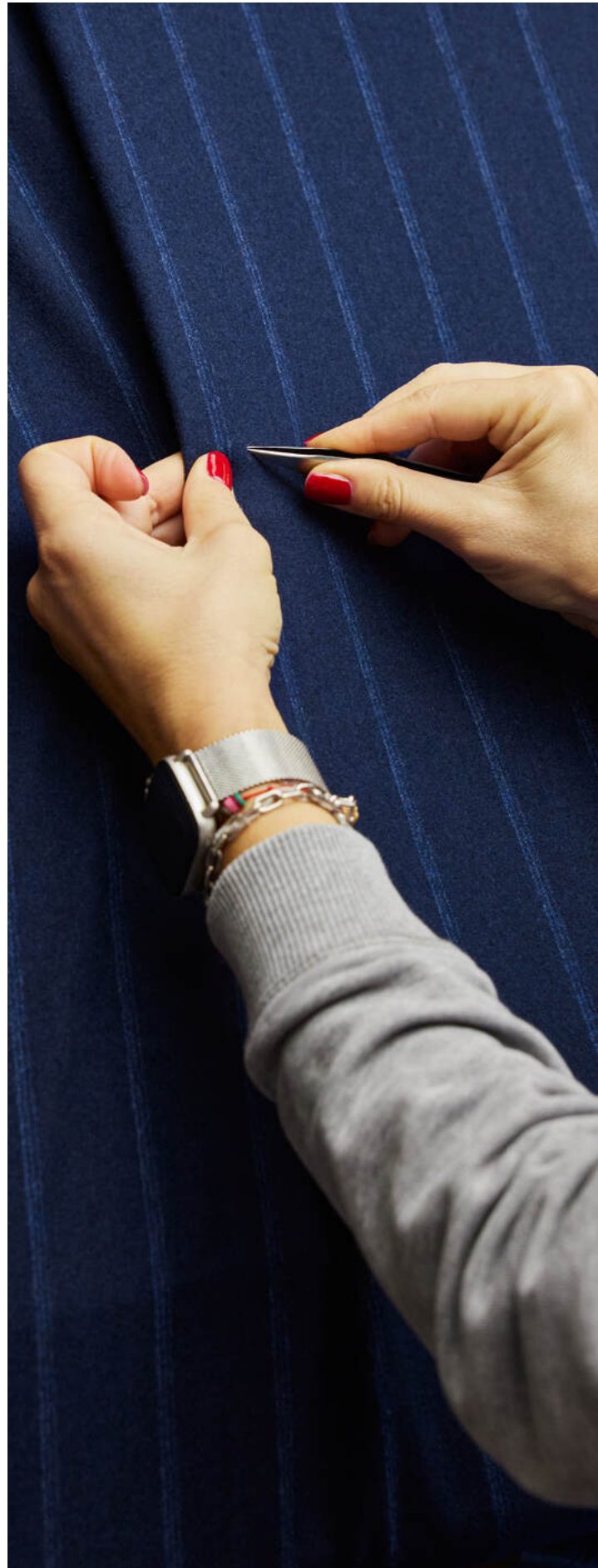
ACCADEMIA DEI MAESTRI - Crafting tomorrow's excellence

In 2025, the Ermenegildo Zegna Group continued to consolidate and expand the Accademia dei Maestri, the Group's integrated training hub dedicated to safeguarding and evolving the culture of Made in Italy excellence. Building on its launch in 2024, the Accademia further strengthened its mission to cultivate, transmit and innovate Mastery across generations, disciplines and brands.

Rooted in its four "Skills Factories": industry, product, customer relations, innovation and leadership, the Accademia expanded its scope in 2025 to more comprehensively include professionals from the textile platform and operations, reinforcing the strategic importance of craftsmanship, industrial expertise and responsible production across the value chain.

Programma Maestri remained the cornerstone initiative of the Accademia. By the end of 2025, 72 Maestri had been trained, forming a growing community of internal ambassadors entrusted with preserving and sharing the Group's know-how while supporting innovation and cross-functional collaboration.

The Accademia's Masterclasses also evolved, with the Uber Luxury Masterclass broadening participation across brands and functions, fostering a shared language of luxury, service and brand storytelling. Through these initiatives, the Accademia dei Maestri continues to play a key role in supporting long-term growth through craftsmanship, innovation and leadership development.



Environment

CLIMATE

Safeguarding the environment remains one of our founding values and fundamental obligations. In 2025, the Group continued to implement its Environmental Policy⁶, formally adopted in 2024, to promote sustainable practices and further reduce environmental impact, with a continued focus on lowering its environmental footprint and supporting the renewable energy transition.

In line with previous years, the Group participated in the CDP⁷ disclosure process, submitting responses to the Climate Change, Water Security and Forests questionnaires. The Group achieved an “A” score for Climate Change, an “A-” for Water Security and a “B” for Forests. The Climate “A” score led to inclusion in CDP’s 2025 Corporate A List, reflecting strengthened environmental transparency, governance and climate management performance.

THE FASHION PACT EUROPEAN ACCELERATOR

The Group is part and significantly contributes to the European Accelerator, spearheaded by The Fashion Pact, that brings together leading fashion groups and sector organizations to drive forward collective action aimed at lowering emissions, boosting efficiency and building long-term resilience in fashion supply chains.

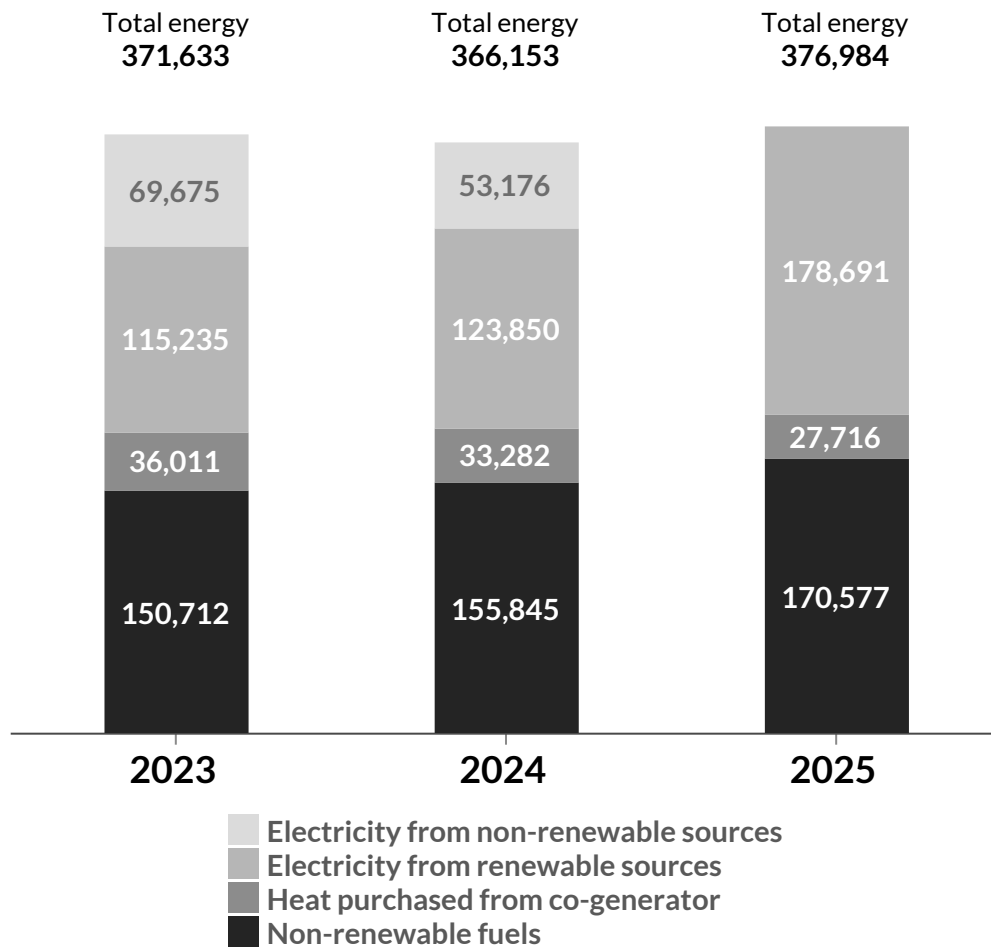
The initiative focuses on engaging the luxury fashion industry around an open-source harmonized data collection questionnaire for suppliers, strengthening the quality and consistency of environmental metrics while easing reporting burdens. It also aims to increase capacity-building efforts, identify efficiency improvements and renewable energy uptake opportunities, and open pathways for suppliers to access the investment needed to adopt cleaner technologies and drive long-term transformation.



⁶ For more information see: [Governance documents](#).

⁷ For more information on CDP please follow this [link](#).

ENERGY CONSUMED BY THE GROUP (GJ)⁸



In 2024, we reached our target of 100% electricity from renewable sources in Europe and the US. For the Group as a whole in 2025, 100% (vs 70% in 2024 and 62% in 2023) of our electricity was purchased from renewable sources, anticipating the Group target of 100% renewable electricity by 2027.

2025 GROUP ELECTRICITY CONSUMPTION FROM RENEWABLE SOURCES (GJ)

	Electricity consumption (GJ)	Electricity consumption from renewable sources (GJ)	%
US	10,555	10,555	100%
Europe	105,385	105,385	100%
Rest of the world	62,751	62,751	100%
Total	178,691	178,691	100%

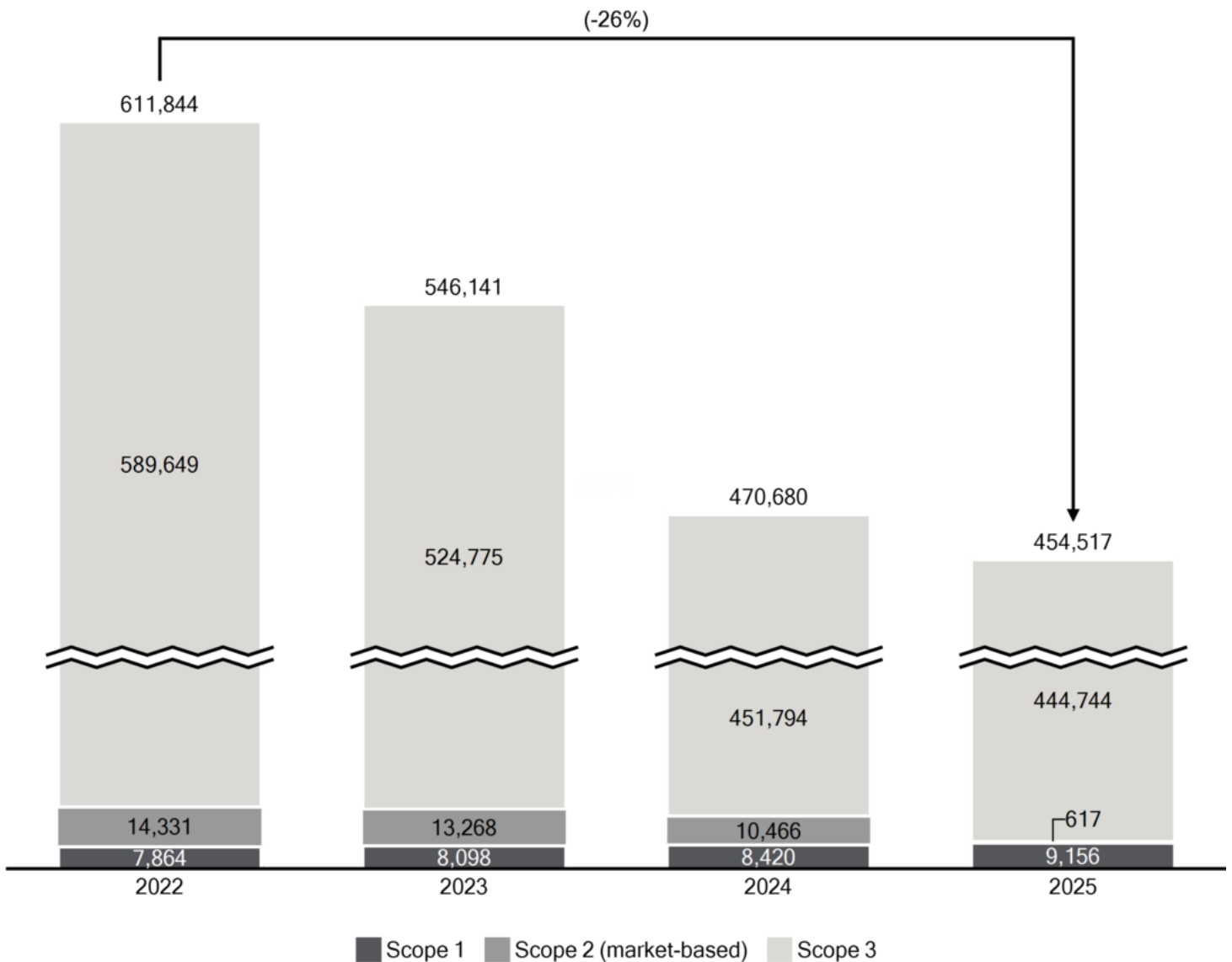
The Group also made progress toward its goal of replacing leased endothermic vehicles with plug-in hybrid or electric vehicles, with a coverage of 74% in 2025 (compared to 44% in 2024 and 36% in 2023).

⁸ For comparison purposes data reported include TOM FORD FASHION also for FY23.

OUR SCIENCE-BASED EMISSIONS TARGETS⁹

In 2023 the Group started the review of its targets to reflect the change in business perimeter due to the acquisition of Tom Ford International LLC, and the impact on Scope 3 categories of the allocation between FLAG¹⁰ targets vs. non-FLAG targets. Targets were resubmitted to SBTi in 2024 and verified in February 2025; with the target resubmission, the baseline year referenced by the reduction targets has been switched from FY21 to FY22, as the latter is considered more representative of a fully operational business.

GROUP EMISSIONS – SCOPE 1, SCOPE 2 & SCOPE 3 (tCO₂e)



Overall, in the reporting year, the total Group carbon footprint decreased by 26% compared to the baseline 2022 year.

When considering only scope 1 + scope 2 market-based, CO₂e emissions declined by 48% compared to 2024, of 54% compared to 2023 and of 56% compared to 2022.

⁹ For comparison purposes data reported include TOM FORD FASHION also for FY23 and FY22.

¹⁰ FLAG science-based targets apply to a company's Forest, Land, and Agriculture related emissions, including CO₂ emissions from land-use change (e.g. soil carbon losses from deforestation, forest degradation ...) and from land management (e.g. enteric fermentation, biomass burning ...).

The Group's scope 1 emissions slightly increased by 9% in 2025 compared to 2024. The increase is primarily attributable to higher natural gas consumption due to maintenance requirements of the cogeneration unit at Lanificio Ermenegildo Zegna. Scope 2 emissions, which include the use of purchased electricity and heat, decreased compared to 2024 by 2% (location-based approach) and 94% (market-based approach). This is due to increase in self-produced and consumed energy from installed PV systems, as well as the achievement of 100% electricity purchased from renewable sources.

When considering the Group's scope 3 emissions, they decreased by 25% versus 2022.

In 2025, Purchased Goods and Services account for 88% of our total scope 3 emissions. In 2025 FLAG emissions represent 72% of category 1 emissions (vs 74% in FY24 e FY23 and 75% in FY22). Capital goods account for 3% of overall scope 3 emissions, upstream transportation and distribution accounts for 2%, while the remaining categories cumulatively account for 7%.

WATER

In 2025, the Group continued to pursue its water ambition, which states that “[...] *By safeguarding this vital resource, we are working to secure the future of the communities with which we engage and to ensure the exceptional quality of our products for generations to come. We are committed to fostering a water-secure world and strengthening our business resilience by reducing our water-related impacts and contributing to solving shared water challenges across our own operations, production sites in at risk areas and priority hotspots along our supply chain*”.

Based on the results of its water footprint and identified key hotspots, the Group continues to pursue several targets, including:

- Achieve Alliance for Water Stewardship (AWS) certification for a key site by 2026.
- By 2027, engage 90% of direct key suppliers in at risk areas to promote efficient water management practices and at least 20% of key suppliers beyond tier 1 in at risk areas to promote efficient water management practices.

- By 2025, 100% of the cattle and calf leather we use is sourced from Leather Working Group (LWG) Silver or Gold certified tanneries. The target has been almost completely achieved. Non-compliant suppliers are in the process of obtaining the required certification, or are being replaced.
- Reuse and recycle 7% of water used in general services and 3% of water total water withdrawn (corresponding to around 10,000 cubic meters) at Lanificio Ermenegildo Zegna starting from 2027.

NATURE & BIODIVERSITY

In 2025, the Group conducted a comprehensive Nature assessment across the value chain, focusing on water and land/biodiversity. The analysis mapped the main environmental impact hotspots linked to operations and upstream raw material sourcing, confirming natural fibers such as wool and cashmere as primary drivers of pressure. In parallel, the Group assessed its dependencies on key ecosystem services, identifying 11 priority sites classified as nature-related hotspots of impact and/or dependency. The assessment also evaluated nature-related physical and transition risks, strengthening the understanding of resilience needs while highlighting opportunities linked to responsible sourcing, enhanced disclosure and biodiversity protection.

In July 2025, ZEGNA announced the launch of the “**Oasi Zegna Global Initiatives**” in Aspen, Colorado. In collaboration with public and private partners, the initiative supports planting or protecting over 500,000 trees globally by 2027, including 160,000 native trees already replanted in the Lake Christine area in partnership with the U.S. Forest Service.

Additional interventions focus on reducing wildfire risk and supporting biodiversity through prescribed burns and clearing activities in collaboration with the Aspen Fire Department and local foundations, while partnerships with ACES and the Farm Collaborative promote public environmental responsibility and honor Aspen's Italian roots. These initiatives reflect a model of responsible luxury deeply rooted in place and long-term environmental stewardship.

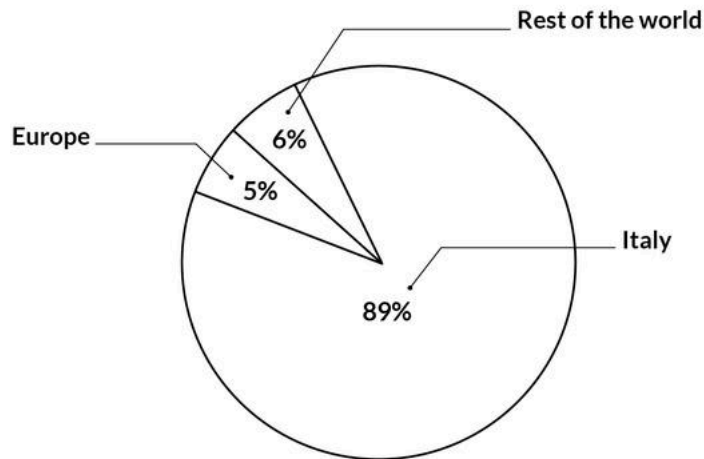
Supply Chain

RESPONSIBLE MANAGEMENT OF SUPPLY CHAIN

The Group maintains long-term relationships with its key suppliers, not only to ensure the procurement of the finest fibers and fabrics but also to create value through ongoing sharing of technical and quality control improvements, as well as investing in material certification schemes.

In 2025, the Group managed 293 Tier 1 suppliers¹¹.

2025 GROUP SUPPLIERS' SPENDING PER GEOGRAPHICAL AREA



The sourcing of the Group is predominantly concentrated on Italian suppliers, which represent 89% of our total spending¹²; the remaining 11% of our spending is composed of 5% of suppliers located in Europe and a 6% of suppliers located in the rest of the world. All our suppliers are selected based on their degree of specialization in specific raw materials manufacturing and production processes.

¹¹ This figure represents the number of relevant suppliers of the Group. Starting from FY 2023, relevant suppliers are defined as Tier 1 suppliers with a purchased value of more than € 200,000 in the reporting year, cumulatively corresponding to over 90% of total yearly purchased value. Starting from FY2024 the figure includes also suppliers of TOM FORD FASHION.

¹² The Group defines as "local suppliers" companies based in Italy. For the purpose of the analysis, the geographical area disclosed corresponds to the country where the supplier has its registered office.

In 2025, we carried out 126 audits on raw materials and finished product suppliers (both Tier 1 and Tier 2 suppliers and sub-suppliers) against 114 audits conducted in 2024. The significant increase is also due to a strengthened monitoring process on sub-suppliers.

16% of relevant tier 1 suppliers were audited in 2025, bringing the total to 47% of Tier 1 suppliers audited between 2023 and 2025.

During the FY 2025 audits, 97 priority non-conformities were found¹³ at 62 suppliers, 49% of audited. Non-conformities found were related to employees and health & safety aspects, while no significant impacts related to environmental aspects were found.

The priority non-conformities detected were addressed by requiring the affected sites to draw up a corrective action plan, corresponding to a corrective action rate equal to 100%¹⁴. Based on the results of the audits, a few suppliers were required to terminate the business relationship with their suppliers (Group sub-suppliers) due to non-compliance with our Supplier Code of Conduct.

The Group is committed to maintaining strict oversight of its supply chain with the objective to further strengthen the vendor qualification and onboarding process.

To strengthen its collaborative approach with suppliers, the Group continued leveraging its open vendor management software platform to facilitate the exchange of information, data and documents, enhancing the monitoring of suppliers' sustainability and risk management performance. In 2025, the Group increased the scope of the supplier engagement programme reaching 176 suppliers¹⁵ (vs 100 suppliers in 2024), corresponding to 60% of Group's tier 1 suppliers by procurement spend (with a response rate of 76%).

Through webinars and targeted communications, the Group presented its ESG strategy to suppliers, highlighting the importance of the supplier engagement programme and providing guidelines for completing the questionnaire and interpreting outcomes. Based on the data collected, the Group calculated Scope 1 and 2 emissions for each supplier to build capacity and educate suppliers on these topics.

The most strategic suppliers were also interviewed in 1:1 conversations, to further understand opportunities and challenges of the supply chain, and to provide them with concrete examples of projects and initiatives to improve their energy efficiency.

Moreover, through the vendor management platform, in 2024 the Group started a screening to monitor the potential risk of suppliers through a required self-assessment questionnaire. Several topics are covered in the assessment, including: compliance (i.e. policies and business ethics), governance, environmental and social aspects. Suppliers were given a score based on the answers provided and on the business and strategic relevance for the Group. Based on the score, specific corrective actions are considered and implemented. Throughout 2025, the Group continued the calculation of the risk scoring, engaging around 300 direct suppliers.

¹³ The non-conformity rate for FY 2025 is equal to 0.77. In 2025, the Group has improved the calculation methodology of the non-conformity rate in line with SASB CG-AA-430b.2. Following the revised methodology the FY 2024 rate is equal to 0.95. In line with SASB CG-AA-430b.2, the rate was calculated as the number of priority non-conformities identified in the supply chain divided by the total number of facilities audited.

¹⁴ In line with SASB CG-AA-430b.2, the rate has been calculated as the number of corrective actions that address non-conformities, divided by the total number of non-conformities that have been identified.

¹⁵ In the 2025 programme the questionnaire has been delivered to both suppliers already included in the 2024 programme and to additional strategic suppliers.

ZDHC ROADMAP TO ZERO PROGRAMME

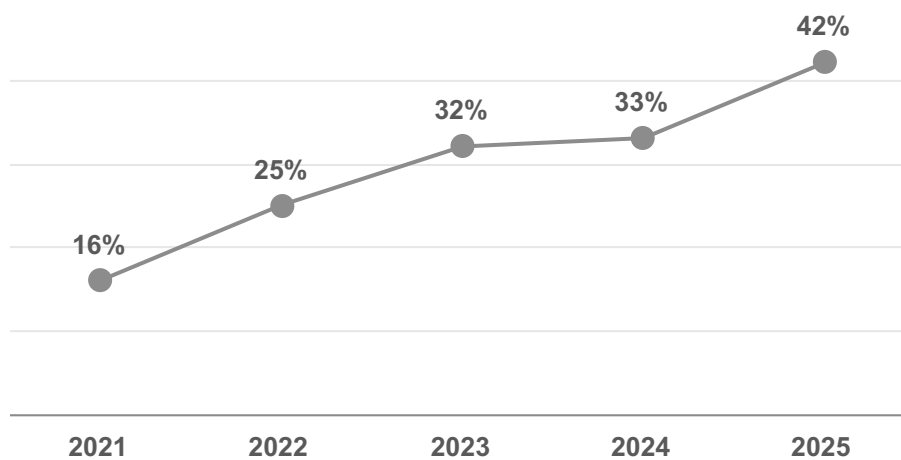
As of January 1, 2024, the Group is a Signatory of the ZDHC (Zero Discharge of Hazardous Chemicals) Roadmap to Zero Programme, adopting the ZDHC Brand-to-Zero commitment for the use of chemical substances.

The Brand-to-Zero initiative provides brands and retailers with a harmonized approach and a clear path to achieving sustainable chemical management in their own productions and throughout their supply chain. The initiative allows for performance comparability through annual third-party assessments.

In 2025, across all our applicable production sites, the Group achieved ZDHC (Zero Discharge of Hazardous Chemicals) compliance Level 1 in terms of their Manufacturing Restricted Substances List as it applies to wastewater, joining Bonotto, Dondi, Tessitura Ubertino and Lanificio Ermenegildo Zegna, which reached the level in 2022. To date, Bonotto, Dondi and LEZ have pursued their commitment and reached the ZDHC compliance level 2 of the Supplier-to-Zero programme. This represents an important milestone in the awareness and commitment the Group has to chemical management and to implementing ZDHC solutions.

TRACEABILITY IN OUR COLLECTIONS

Traceable & lower impact top priority raw materials trend¹⁶



Top priority raw materials (wool, cashmere, cotton, leather, man-made cellulose, polyester and linen) account for about 70% of total raw materials purchased in 2025 by the Group. In the reporting year, the share of top priority raw materials sourced from traceable origin and from lower-impact sources was 42%, with key contributions from Authentico® wool, Sustainable Fibre Alliance cashmere, and linens certified Masters of Linen® and Masters of Flax Fibre®.

¹⁶ Starting from FY24 figures also include TOM FORD FASHION, while in previous reporting years it was not included.

OASI CASHMERE, OASI LINO & VELLUS AUREUM

Following our Group commitment on traceability, the ZEGNA brand launched three collections based on this principle; Oasi Cashmere in 2022, Oasi Lino in 2024 (continued in every season since) and Vellus Aureum in 2025.

The Oasi Cashmere collection, made from 100% certified traceable cashmere fibers, takes its name and inspiration from Oasi Zegna – a thriving 100 km² natural territory surrounding our original Wool Mill, and the home of our values.

Debuted during ZEGNA's L'Oasi di Lino Summer 2024 fashion show in Milan, The Oasi Lino collection, like Oasi Cashmere, embodies our values of authenticity, craftsmanship and high quality. Foremost, it guarantees the traceability of the fiber from its country of origin to the manufacturing site.

Whereas, Vellus Aureum, crafted entirely in Italy, merges timeless tradition with modern innovation. ZEGNA is proud that Vellus Aureum is made from 100% certified traceable wool fibers, from FW2025. Additionally, a new digital passport allows consumers to explore the origins and lifecycle of their garments through a digital certificate stored on the Aura Blockchain, simply by tapping the NFC tag attached to all the garments.

SUPPLY CHAIN TRANSPARENCY

As part of its commitment to traceability, the Group is making significant strides toward transparency and accountability in its supply chain through a strategic partnership with TextileGenesis - a Lectra Company - leader in digital traceability solutions.

With direct certification integrations, TextileGenesis enables the Ermenegildo Zegna Group to validate both the provenance and authenticity of materials, ensuring they meet rigorous standards for sustainability and responsible sourcing. By collaborating with suppliers and integrating their data into the traceability chain, this innovation empowers the Group to verify certified and conventional (non-certified) materials with accuracy, ensuring data integrity and alignment with the Group's sustainability goals.

TextileGenesis' traceability platform supports over 90% of sustainable material certification schemes, enhancing authentication with real-time verification from standards like Supima, Authentico® Schneider Group, and the Alliance for European Flax Linen and Hemp.

In 2025, partnering with ten major suppliers, the Group initiated a pilot project focused on leather traceability, aimed at securing reliable traceability data down to the country of origin for farming, while further strengthening supplier engagement and data accessibility across the value chain.



Ermenegildo Zegna Group

Executive Summary

Sustainability Report 2025