

arm

A Future Built on Arm

FYE25 SUSTAINABLE BUSINESS REPORT



A Future Built on Arm

Message From Our CEO



This has been a groundbreaking year for Arm, cementing our role as the world's most popular compute platform.

We are enabling the world to unlock the power of AI through our technology, our partnerships, and the ingenuity of our people, bringing together world-class talent and cutting-edge innovation—from healthcare to education, transport, connectivity, and beyond.

Through our technology and ecosystem partnerships, we're uniquely positioned to enable progress at scale and help shape a more sustainable, intelligent future.

AI is driving unprecedented demand for power-efficient compute, creating more demand for Arm technology. As the world's leading compute platform, our technology delivers the performance and efficiency AI needs to scale responsibly. It's why AI runs best on Arm, and why we're leading the world to unleash the full power of AI.

Beyond the technology we deliver, our operational efficiency means we can accomplish more with less. In FYE25, we saw a 76% emissions reduction against our FYE20 baseline, and we are continuing to manage our emissions for decarbonization.

I have never been more energized by the opportunity ahead for Arm to make a global impact as we continue to power the innovations that shape our world.

Thank you to the Arm people, partners, and shareholders who are making this continued transformation possible.

Rene Haas,
CEO, Arm

Message From Our Chief People Officer



Arm is evolving rapidly as we embrace new opportunities across the AI and compute landscape.

We see sustainability not just as a responsibility, but as a vital catalyst for progress. As we help shape the future of AI, we're thinking carefully about the world we want to create. Whether we're innovating to protect the environment, expanding access to education, or enabling breakthroughs in medical science, we're working tirelessly with our partners to ensure the benefits of the Arm compute platform reach everyone.

It's no surprise that 95% of our people say they're proud to work here.

This year, we launched the One Million Minutes campaign; an ambitious goal for people at Arm to contribute a million minutes of volunteering time to our communities within a year— and the response has been incredible. Volunteering hours jumped by over 50%. We made space to contribute, and our people stepped up for their communities.

FYE25 also marks a decade of collaboration with some of our most valued social impact partners, organizations using technology to solve complex problems and improve lives. You'll see just a few of their stories throughout this report.

I'm especially struck by how tangible this momentum feels— how deeply our people care, and how actively they're shaping what comes next.

I want to echo Rene's heartfelt thanks to everyone who continues to make our impact possible.

We are stronger together—and just imagine what we'll do next.

Charlotte Eaton,
Chief People Officer, Arm

As we continue to transform as a business, we are sharpening our focus on the priorities that matter most: supporting our people, empowering our communities, and contributing meaningfully to society.

This report provides a comprehensive overview of our environmental, social, and governance (ESG) performance, highlighting the progress we've made across these critical areas for the financial year ended March 31, 2025 (FYE25). It does so 'with reference to' the Global Reporting Initiative (GRI) 2021 Universal Standards, in line with reporting best practices. Our FYE25 GRI Index is included on [page 28](#).

Our annual Communication on Progress report for the United Nations Global Compact (UNGC) is available on the [UNGC website](#).

The scope of this report applies to the Arm Holdings plc group of companies (Arm). The reporting period for data shared starts April 1, 2024, and ends March 31, 2025.

FYE25 Highlights

Driving efficiency and high performance in our products and operations



100%

maintained 100% renewable electricity usage for our global operations.

17%

reduction in office energy use vs. FYE20 baseline.

Bronze EcoVadis Medal

in our first year participating.

B grade

awarded for our CDP Climate response.

Empowering teams who shape tomorrow



16,365

total hours volunteered.

Over 50%

increase in volunteer hours vs. FYE24.

Top 50

Impact Team of the Year at 2025 World 50 Impact Awards.

95%

of our people say they are proud to work at Arm.

91%

of our people say their colleagues foster an inclusive environment.

Partnering to accelerate inclusive innovation



10 years

celebrated 10 years partnering with UNICEF and together won a [Third Sector Business Charity Award](#).

6.9 million

people reached by Arm-funded social impact and innovation initiatives since 2015 (FYE24: 6.1 million).

7,000+

social impact innovators and entrepreneurs supported by Arm.

35,000+

people used free Arm open online courses.

EduLabs

training platform launched with the Semiconductor Education Alliance.

KSA Framework

new Arm KSA Framework launched for early-career software and hardware engineers.

Contents

A Future Built on Arm	2
FYE25 Highlights	3
About Arm	5
Our Sustainability Framework	5
Driving efficiency and high performance in our products and operations	6
Scaling Power-Efficient and High-Performing Compute	7
Managing Our Own Impact	8
Partnerships for Progress	9
Empowering teams who shape tomorrow	10
Building Extraordinary Teams	11
Team Arm	12
Partnering to accelerate inclusive innovation	13
Impactful Partnerships	14
Impact Through Education	15
Operating Responsibly	17
Additional Information	18
Material Topics	19
Our Decarbonization Roadmap	20
Data Tables	21
Global Reporting Initiative (GRI) Index	28

About Arm

Arm is guided by our North Star:

**Building the future of computing on Arm.
Together. For everyone.**

From cloud to edge, Arm leads in compute performance and efficiency. Our power-efficient compute platform underpins much of the world’s technology, touching 100% of the connected global population.

To meet the growing demand for compute, Arm partners have shipped over 310 billion chips worldwide to enable advanced computing across industries from smartphones to datacenters, healthcare to robotics, vehicles, and IoT devices.

Our product offering continues to evolve, meeting and anticipating the needs of the markets we serve. Today, we focus on a platform-first approach that allows our partners to integrate technology and scale faster than ever, unleashing the capabilities of AI for everyone.

In partnership with our ecosystem of more than 22 million software developers, Arm is building the future of AI. We continue to increase investment so developers can move faster, with less complexity, to drive AI everywhere.

Our Sustainability Framework

The world around us is changing and our business is changing too. Our vision is to empower the world to deliver on the unprecedented promise of AI through our technology, our people, and partnerships.

Working towards this goal means extending the benefits of AI, technology, and innovation to everyone, and collaborating with our worldwide network of partners to build a future where technology can benefit all. We are therefore refreshing how we think about sustainability, to better reflect the scale of our ambitions.

We focus our progress on three core missions:

- Driving efficiency and high performance to sustainably scale progress.
- Creating and empowering teams of extraordinary people shaping tomorrow, both within our business and beyond.
- Partnering to accelerate inclusive innovation, for a smarter and more connected tomorrow.

Our framework continues to evolve in parallel with how we understand external impacts, opportunities, and sustainability-related risks, through ongoing materiality assessments.



Driving efficiency and high performance in our products and operations

Arm aims to reduce the environmental impact of our operations and enable the technology ecosystem to do more with less, through our power-efficient compute platform. Our 2030 carbon reduction goal guides our operational efforts, and we are committed to environmental transparency across our value chain.

Systemic issues demand collective responses; we invest in strategic partnerships to scale impact and progress solutions to complex climate and nature challenges.

Our collaborations, such as those with Carbon13, Climate Collective, and UNICEF Climate Venture, support enterprises focused on carbon reduction and removal. Plus, with Pachama, we support high-integrity, nature-based solutions that help restore forests and remove carbon.

As demand for high-performance compute accelerates, low-power, high-efficiency Arm technology becomes even more important. Together, this reflects our dual climate responsibility: reducing the impact we control and enabling progress through the compute we power.

FYE25 Highlights

76%

emissions reduction
against FYE20 baseline.

100%

renewable electricity
since FYE23.



Scaling Power-Efficient and High-Performing Compute

The rapid evolution of AI brings a commensurate rise in computing demand. From training large language models to running real-time inferencing on everyday devices, AI workloads are expanding across every industry and geography. But AI’s transformative promise also carries risks of increased energy consumption and emissions.

To unlock the potential of AI and build a future where technology works for all, we’re scaling compute for both performance and efficiency. Read more in the Sustainability chapter of the [Arm AI Readiness Index](#).

Efficient by Design

Our platform is built for efficiency, and what began as a low-power design philosophy for mobile devices is now the industry’s most power-efficient compute foundation, deployed everywhere from edge sensors to hyperscale cloud infrastructure.

The power efficiency that is baked into our heritage is now a societal imperative. As AI is embedded into smartphones, smart factories, autonomous systems, and large datacenters, the performance per watt of the underlying silicon becomes essential for both scalability and sustainability.

Across both edge and cloud, power efficiency is a multiplier, enabling customers to do more with the same resources. As AI continues to evolve, the infrastructure it relies on must be designed with efficiency in mind.

At the Edge

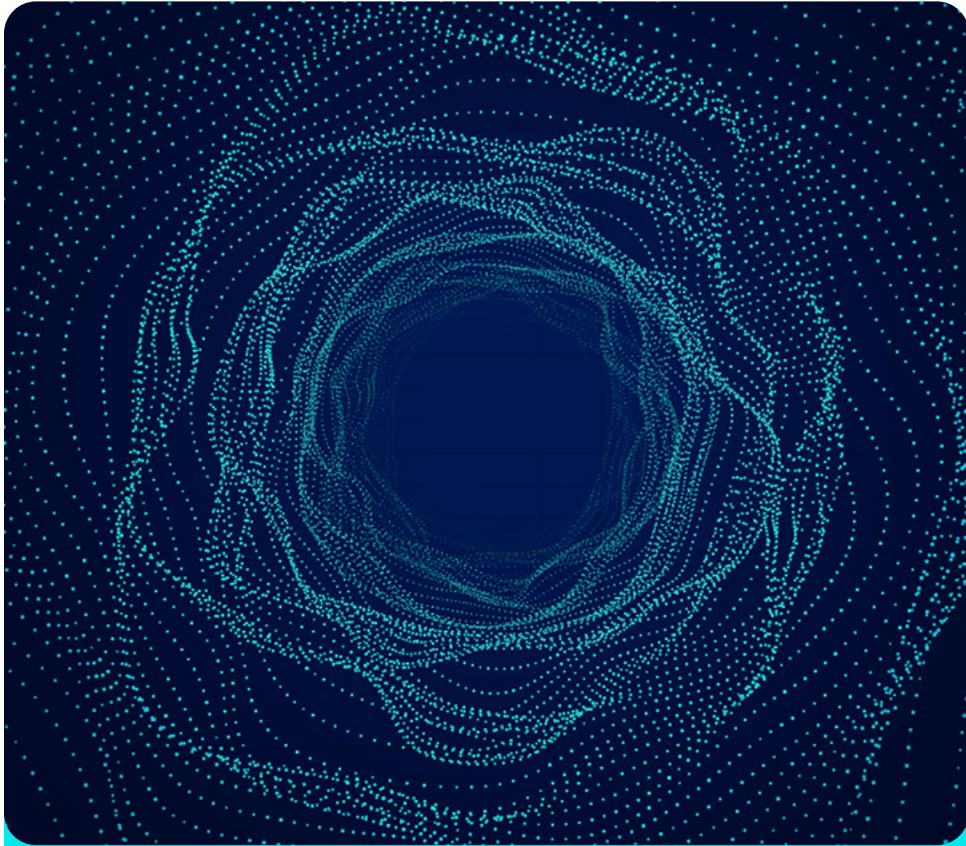
At the edge, where latency, connectivity, and power constraints converge, Arm architecture is uniquely suited to deliver real-time AI with minimal energy overhead. Considering the operating constraints of edge devices like smart cameras, wearables, and sensors, our CPUs and accelerators enable compute with long battery life and high reliability. They also reduce the need for constant cloud connectivity, lowering energy use while enhancing privacy and responsiveness.

Shifting intelligence closer to where data is created is essential for sustainable digital systems. On-device AI reduces total infrastructure energy demand, streamlines data processing, and enables new, energy-efficient applications in sectors like healthcare, manufacturing, and mobility.

At Scale in Datacenters

In the cloud, Arm is helping hyperscalers solve the problem of scale by utilizing power-efficient designs.

The Arm Neoverse platform provides industry-leading performance per watt, enabling more compute per rack and less energy per inference. This is critical as generative AI models grow in complexity, requiring more compute for training and inference.

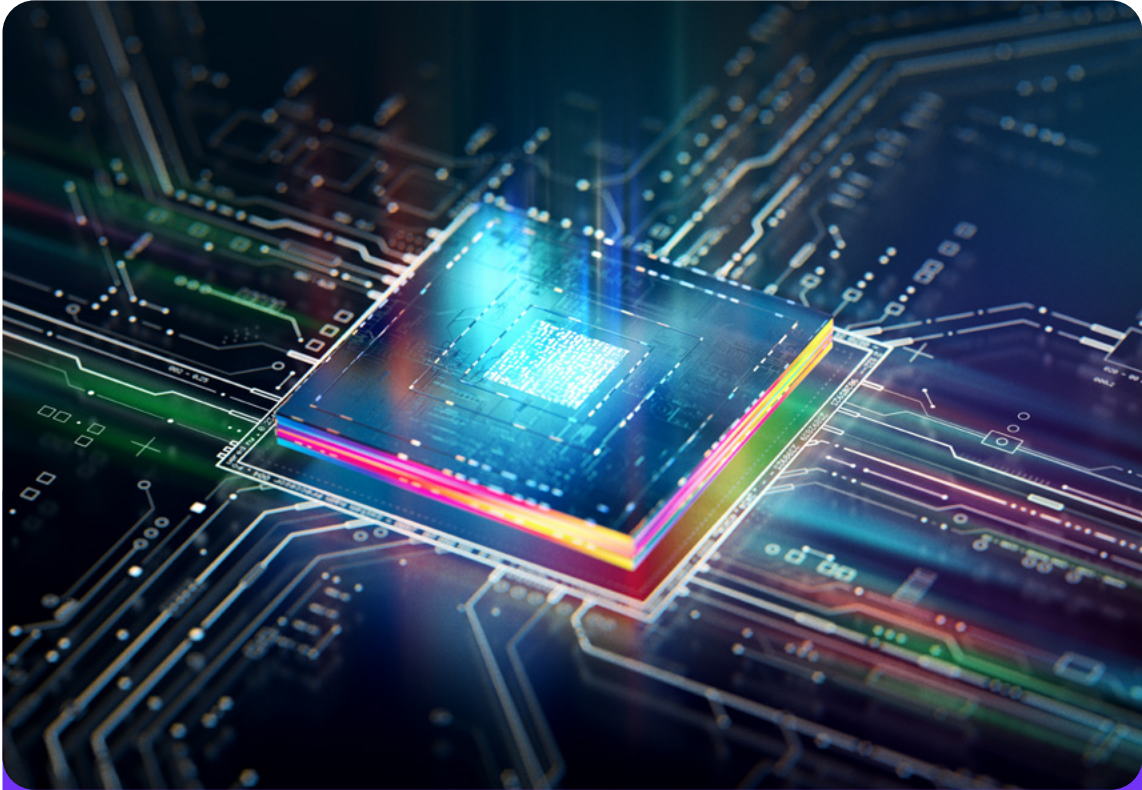


Microsoft

Microsoft Azure Cobalt 100, a custom 128-core Arm Neoverse-based CPU, provides up to 40% higher performance than previous Azure Arm-based chips.

Used in services like Microsoft Teams, Azure SQL, and Copilot, Cobalt is paired with the Microsoft Maia 100 AI accelerator to scale demanding AI workloads. This custom silicon, deployed in liquid-cooled, energy-optimized datacenter racks, helps reduce power consumption while supporting real-time collaboration and generative AI services.

Cobalt and Maia form a foundation for Microsoft’s commitment to becoming carbon negative by 2030, combining performance and sustainability at cloud scale.



Google

In 2024, Google Cloud introduced Axion, a custom processor based on the Arm Neoverse V2 platform, delivering up to 50% higher performance and 60% better energy efficiency than comparable x86-based instances.

These improvements enable Google to power services like YouTube Ads and Google Earth with significantly better energy-efficiency characteristics.



AWS

AWS is helping customers accelerate cloud-based machine learning, while lowering carbon impact. Its Arm Neoverse-based Graviton3 processors deliver up to 67% lower carbon emissions than traditional x86 chips for the same workload. In AI inference, Graviton3 achieves 25% faster performance than Graviton2 and consumes up to 60% less energy, benefiting services like Amazon SageMaker and EC2.

Oracle

Oracle Cloud leverages Ampere Altra Max, a 128-core Arm Neoverse-based CPU, in its datacenters to achieve 2.5 times the performance per rack with 2.8 times less power than traditional x86 servers.

This improvement stems from the high core density and energy-optimized Arm architecture, allowing Oracle to run more AI workloads with reduced energy use and datacenter footprint. This helps align Oracle’s cloud offerings with its sustainability goals, delivering high-performance AI at scale without escalating carbon emissions.



Managing Our Own Impact

Managing our environmental footprint means addressing emissions and resource use across our operations and supply chain, from energy use in offices and travel to procurement and commuting.

Performance Against Commitments

We are committed to cutting absolute greenhouse gas (GHG) emissions 50% by FYE30 from a FYE20 baseline across Scopes 1, 2, and the six Scope 3 categories relevant to our business, in line with a 1.5°C climate pathway and the Paris climate agreement.

In FYE25, total GHG emissions were 105,282.12 tCO₂e. This represents a 76% reduction versus the FYE20 baseline, but a 25% increase from FYE24’s figure. We’ve seen significant business growth this year, driving an increase in key emissions categories, including procured goods and services, capital goods, and business travel. However, we continue to manage emissions to achieve our decarbonization goals.

Highlights from our FYE25 performance include:

- Once again, using 100% renewable electricity across our global operations.
- Office energy use is down 17% from our FYE20 baseline, bringing us closer to our 20% reduction target by 2030.

These outcomes reflect our focus on measurable decarbonization efforts for which we can be held accountable.

Emissions data	Baseline (FYE20)	FYE23	FYE24	FYE25
Total gross direct (Scope 1) GHG Emissions (location-based)	1,043.00	855.00	841.63	941.08
Scope 2 (market-based)	13,409.00	0.00	0.03	0.32
Scope 2 (location-based)	16,153.00	13,941.00	15,680.23	15,812.90
Scope 1 and 2 (market-based)	14,452.00	855.00	841.63	941.40
Scope 3 emissions	419,762.00	57,948.00	83,335.62 ¹	104,340.71
Total Scope 1, 2 (market-based) and 3	434,214.00	58,803.00	84,177.25 ²	105,282.12
Renewable electricity usage as a percentage of total electricity consumption	35%	100%	100%	100%

All emissions figures in tCO₂e.

1 Restatement of the FYE24 Scope 3 figure. The FYE24 figure is 83,335.62 tCO₂e, not 100,881.81 tCO₂e. Restatement due to a calculation error identified.

2 Restatement of the FYE24 Total Scope 1, 2 (market-based), and 3 figure. The FYE24 Total Scope 1, 2 (market-based), and 3 figure is 84,177.25 tCO₂e, not 101,723.44 tCO₂e. Restatement due to a calculation error identified.

High-Quality Offsets

In addition to emissions reduction, we offset residual Scope 1, 2, and Scope 3 Category 6 (business travel) emissions through high-quality nature-based projects, including our ongoing partnership with Pachama in Brazil. In FYE25, we offset through verified carbon reductions and removals. Further detail is included in our voluntary offsets disclosure as required by [California's Voluntary Carbon Market Disclosures Act \(AB 1305\)](#). More information on our decarbonization pathway is available on [page 20](#).

Transparency and Ratings

We secured third-party limited assurance on our Scope 1 and 2 data for the second year in FYE25, reinforcing our commitment to transparent, auditable progress. Further information is available in the following document, [Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025](#).

As well as maintaining a CDP Climate rating of 'B', we achieved a Bronze EcoVadis medal in our first year of participation, reflecting improved maturity in environmental management and disclosure.

Partnerships for Progress

We continue to pursue impact beyond compliance and managing our own footprint. Through strategic partnerships, we help protect biodiversity, support community resilience, and scale emerging climate solutions across sectors. Here are some recent highlights of our collaborative approach:



Enabling Climate Tech Through AI

In FYE25, we established a partnership with the Climate Collective to scale its [AI Climate Accelerator](#). The accelerator supports diverse early-stage founder ventures tackling emissions, adaptation, and resilience challenges with AI. It reflects our belief that sustainable innovation must be both technologically advanced and inclusive for all.



Protecting High-Carbon Forests in Belize

In FYE25, we renewed our longstanding partnership with conservation charity [Fauna & Flora](#) to help safeguard the Boden Creek Ecological Reserve, one of the most biodiverse, carbon-rich forests in Central America. This initiative protects a globally significant carbon sink, while supporting community livelihoods, education, and land rights.

Empowering teams who shape tomorrow

Our people have always been at the heart of Arm's success. As our scale and ambitions grow, we are evolving how we work, lead, and support one another.

Our aim is to foster an environment where people can do their best work, feel a strong sense of belonging, and develop our culture and strategy at Arm.

Aligned to Arm's North Star, we are building and empowering the teams of extraordinary people shaping the future of computing. Together. For everyone.

FYE25 Highlights

10x

developed principles of the 10x Mindset, evolving the culture at Arm and setting out the expectations for our people.

91%

say our people foster an inclusive environment.

myImpact

launched new performance management framework, myImpact, to support our high-performance culture.

95%

of our people say they are proud to work at Arm, for the second consecutive year.

50%

increase in volunteering hours on last year to 16,395 hours.

1,101

causes supported by our people.



Building Extraordinary Teams

Culture

We continue to monitor team engagement through the Life at Arm survey. In FYE25, 85% of our people completed the survey, offering valuable insights into engagement, culture, and inclusion. Sustainable engagement remains strong at 84%, with 95% proud to work at Arm and 96% understanding how they contribute to our strategy. Additionally, 95% feel included as team members and 85% believe Arm supports equal opportunities, well above external industry benchmarks.

Survey responses highlighted opportunities to strengthen communication, performance management, and feedback, helping guide the evolution of our people strategy. In FYE25, we developed the 10x Mindset, evolving a culture focused on exponential thinking to reflect our ambition and the pace of change ahead. During FYE26, we will work to embed the 10x Mindset in our hiring, onboarding, and performance processes.

Talent, Learning, and Development

Arm is committed to developing our people, with clarity on how they contribute to our collective success in line with the 10x Mindset.

To support those efforts, in FYE25 we launched a new performance management process, myImpact. The myImpact process pursues high performance through effective and regular conversation, prioritizing collaboration with managers on individual goal setting and increased feedback, for greater company-wide alignment with our business strategy.

DEI Progress

Diversity, equity, and inclusion (DEI) drives performance and innovation. It is a core enabler of both our business strategy and impact across the wider technology ecosystem.

Shaping how we lead, work, and develop, DEI is reflected in everyday behaviors, where everyone contributes to building inclusive teams, in which diverse perspectives fuel shared success. In recognition of this, we were named Impact Team of the Year at the 2025 World 50 Impact Awards, for embedding DEI into our operations.

We took several steps to advance initiatives in FYE25, including:

- Updating global talent acquisition systems, enabling more inclusive hiring strategies.
- Rolling out the NeuroLeadership Institute's DECIDE module with team workshops.
- Using neuroscience to help reduce unconscious bias in decision-making.
- Prioritizing psychological safety and equipping teams to foster inclusive environments through surveys, training, and cultural workshops.
- Adding new DEI modules on the myLearning Platform, with practical tools to collaborate across differences.
- Introducing DEI commitment goals for all our people, with 86% of people across Arm creating a goal.

Arm ERGs

Employee Resource Groups (ERGs) are colleague-led communities that support underrepresented groups through shared identity, experiences, and interests. These groups amplify allyship, foster connection, offer support, and play a critical role in cultivating inclusion and belonging across Arm.

Asian@Arm: Celebrating Asian cultures, heritage, and amplifying the voices of Asian-identifying colleagues.

Black@Arm: Creating community, mentorship, and advocacy for Black colleagues and allies.

Disability@Arm: Raising awareness and removing barriers for colleagues with disabilities and chronic conditions.

Neurodiversity@Arm: Promoting understanding, inclusion, and support for neuro divergent colleagues.

Pride@Arm: Advocating for LGBTQ+ inclusion, visibility, and allyship.

Unidos@Arm: Supporting Latin/Hispanic colleagues and allies, fostering cultural exchange and connection.

Women@Arm: Empowering women in tech through leadership, mentorship, and gender equity initiatives.

The impact of our ERGs in promoting inclusion and driving DEI strategy was recognized in FYE25 in the Radius Network inaugural [Global ERG Impact Report](#).

Well-Being and Reward

Arm is committed to supporting our people and offering competitive rewards that recognize their contribution. Highlights in FYE25 include:

- Expanding a pilot to offer global access to a digital well-being platform, supporting our people in proactively managing their mental health and well-being.
- Introducing our Employee Stock Purchase Plan to provide the opportunity to purchase shares or American Depositary Shares at a discounted price, for a greater share in Arm's success.



Team Arm

Team Arm enables our people to engage with the issues they care about through volunteering and giving. Team Arm partnerships reflect our belief that early engagement can build a more inclusive, tech-enabled future.

This year, we strengthened our long-standing partnerships with leading educational organizations including *FIRST*, Uptree, and the Micro:bit Educational Foundation. We also launched exciting new initiatives to increase the impact of Team Arm, such as the One Million Minutes campaign.

Through volunteering, our people report an increased sense of connection to colleagues, improved professional skills, and increased pride in Arm.

One Million Minutes

Our One Million Minutes campaign was launched in September 2024 with a goal to more than double volunteering across Arm by giving a million minutes of volunteering time to our communities by September 2025. Comparing the period from September 2024 to March 2025 with the same period in the prior year, we saw a:

- 96% increase in volunteer participation.
- 81% increase in volunteering time recorded.

This participation has significantly increased the support provided by Arm to the communities where we live and work, reinforcing the importance of action taken by our people in driving our social impact.



Tech in Primary Schools

Our Primary School Outreach Program was started by one passionate engineer in 2022, who was inspired to make a difference when she saw the imbalance between the number of male and female applicants for certain roles at Arm. The program aims to increase students' access to and enthusiasm for the tech sector, regardless of gender, ethnicity, or socio-economic background.

Working in primary schools that have a higher proportion of students from disadvantaged backgrounds, Arm volunteers run weekly sessions using micro:bits. This means students get hands-on with new hardware in exciting lessons that teach programming basics and improve digital literacy. We are incorporating AI education into these sessions.

The program has reached hundreds of pupils and made international impact; for example, in FYE25 we ran a virtual session to teach the basics of coding to girls at a school in rural India.



Partnering to accelerate inclusive innovation

Our Social Impact and Innovation (SII) strategy aims to extend the benefits of technology through inclusive innovation to reduce inequalities and close the digital divide.

Since 2015, we have supported a range of initiatives and innovations that utilize technologies to:

- Address global health challenges.
- Protect the environment.
- Develop skills at all stages of education.
- Foster scalable innovation ecosystems.

Partnerships based on mutual learning amplify our impact. In 2025, we celebrated a decade of collaboration with several organizations, including UNICEF, Khushi Baby, Simprints, Gavi, and WILDLABS. Our partnership with UNICEF to build community resilience in Malawi through technology also won the [Third Sector Business Charity Award](#).

We plan to continue accelerating impact with advanced AI integration. AI already contributes to many of our partnerships, such as that with the UNHCR Innovation Service. Last year, with our support, they launched over 40 proof-of-concept projects that help staff rapidly process information, such as feedback from refugee communities, and coordinate humanitarian action. Here is how [responsible AI helps them](#).

FYE25 Highlights

People reached through Arm-funded initiatives since 2015:

6.9 million

directly.

100m+

over 100 million indirectly.

800m+

over 800 million through innovations catalyzed by Arm-funded initiatives.

Innovators and entrepreneurs supported through financial and/or in-kind contributions:

7,000+

this year.

38,000+

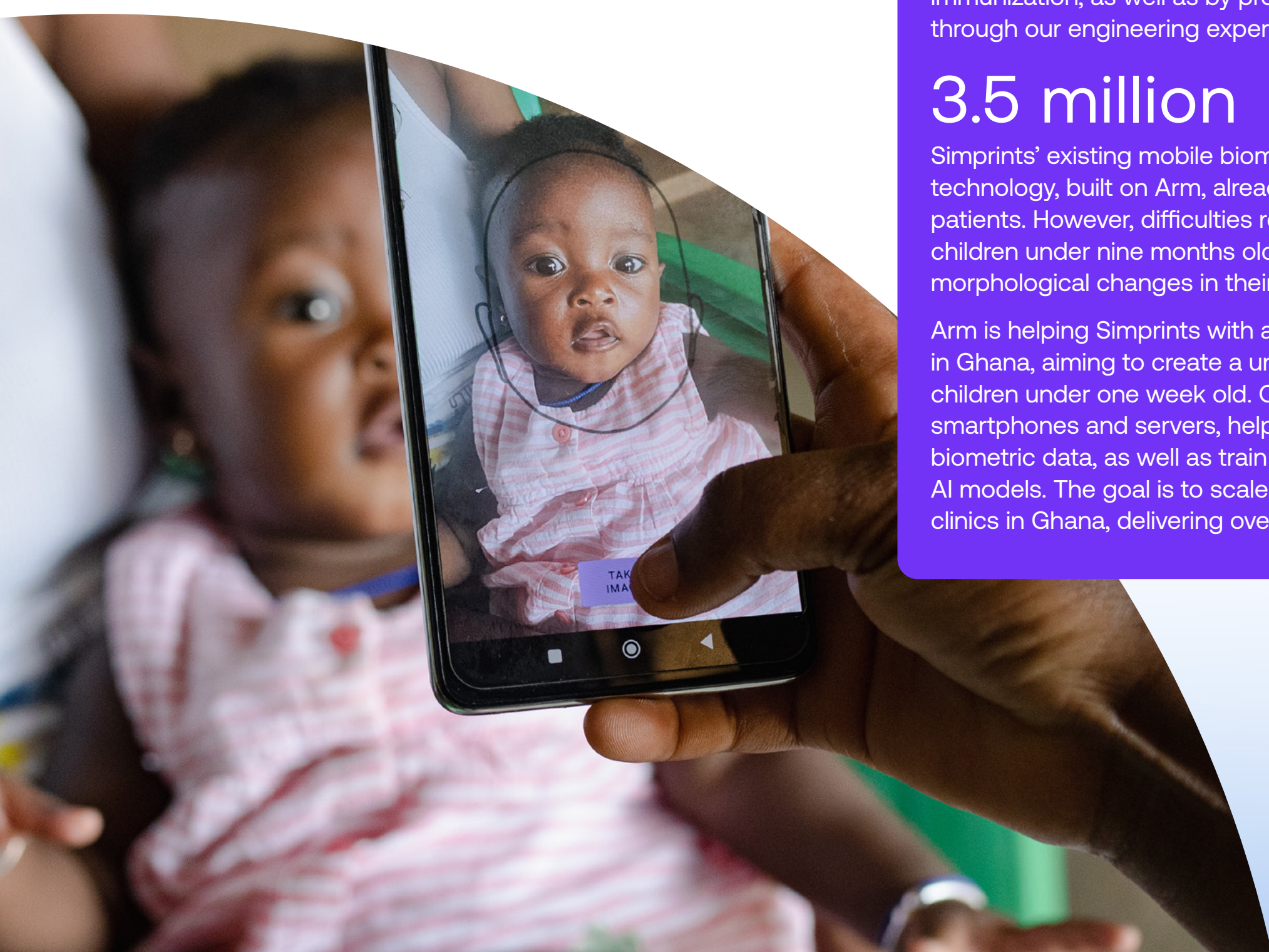
since 2015.



Impactful Partnerships

Together with local experts and communities, we can unlock the life-changing potential of technology. Our partnerships involve technical development; engagement with government, local communities, and local experts; training and capacity building; and integration with state- and national-level systems.

In FYE25, Arm contributed to 43 social impact projects with 24 different partner organizations. Here are some highlights:



Healthcare Infrastructure: Simprints' I.D. for Children

One in four children worldwide have no formal identification, rendering them invisible to health systems and hindering access to healthcare, especially vaccines. Our growing relationship with Gavi The Vaccine Alliance and [Simprints](#), an open-source biometric ID platform, helps combat that problem. Arm provided financial support for Simprints in FYE25 through Gavi's [INFUSE program](#) for equity in immunization, as well as by providing in-kind support through our engineering expertise.

3.5 million

Simprints' existing mobile biometric identification technology, built on Arm, already reaches over 3.5 million patients. However, difficulties remain when identifying children under nine months old due to significant morphological changes in their early months.

Arm is helping Simprints with a two-year trial at clinics in Ghana, aiming to create a unique digital identity for children under one week old. Our processors, on smartphones and servers, help detect and process biometric data, as well as train and run the necessary AI models. The goal is to scale to serve almost 600 clinics in Ghana, delivering over 11 million vaccines annually.



Healthcare Infrastructure: Khushi Baby

The long-standing partnership between Arm and Khushi Baby, a digital health non-profit, is helping transform frontline healthcare in India by enabling AI-powered primary care at scale, empowering health workers to deliver timely, data-driven care across multiple states.

With financial and in-kind support from Arm, Khushi Baby has become a key partner of the State of Rajasthan, and its Community Health Integrated Platform (CHIP) is expanding to be used in Karnataka and Maharashtra states. Since FYE23, Arm-supported Khushi Baby programs have empowered 75,000 health workers to collectively reach over 50 million beneficiaries across Rajasthan.

A new phase of the partnership is expanding geographic reach and technological capabilities. Over the next five years, Khushi Baby plans to:

- Scale CHIP further in Karnataka, reaching 60,000 health workers serving 42 million people, and in Maharashtra, for 80,000 health workers serving 70 million people.
- Launch two new health action centers, one in Mandya, Karnataka, the other in Nandurbar, Maharashtra.
- Integrate advanced AI, including an image-based deep learning model to detect maternal anemia through early screening, predict heart failure risks through portable IoT devices, and offer health officials data-driven insights.



Expanding Digital Futures: Micro:bit Educational Foundation

Arm is a founding partner of the [Micro:bit Educational Foundation](#) (MEF) which, for nearly a decade, has brought coding, creativity, and digital confidence to nearly

60 million

children across 60+ countries. Children learn primarily by programming on the micro:bit device—a pocket-sized computer that runs on Arm.

MEF is a delivery partner in UNICEF’s Global Learning Innovation Hub initiative, Tinkering with Tech, providing hands-on learning for students aged 10–16 and their teachers to build 21st century skills and AI literacy. Since 2023, MEF has supported using micro:bit devices across Honduras, the Maldives, Montenegro, and Vietnam.

This year we continued supporting MEF’s U.K. Project Next Gen, which inspires young people’s digital creativity and computational thinking.

More than 10 million micro:bit devices have been shipped through MEF’s work, including through large-scale rollouts in the U.K., Singapore, Denmark, Canada, Norway, and Spain. With AI reshaping how we live and learn, the partnership is evolving to bring AI literacy into classrooms around the world.



Protecting the Environment: WILDLABS Awards

Preserving biodiversity is essential to climate resilience, food security, and social and economic stability. Biodiversity loss is a top five global risk in terms of both impact and the likelihood it occurs.¹

Arm has funded [WILDLABS](#), the global conservation technology community, since 2015 as part of our commitment to addressing this issue. The WILDLABS Awards, launched in 2024, identify and support conservation technology projects that are accessible, affordable, and effective for nature. They empower conservation technologists with funding, education, and a community of expertise.

In FYE25, we funded both the WILDLABS Awards and [The Boring Fund](#), which supports essential but overlooked activities that make the conservation tech ecosystem more efficient. Each project reflects needs identified by people closest to the issue. The 30 [winners](#) offered solutions including:

- An open-source infrasound tool to detect elephants.
- Training bat conservationists in Zimbabwe to use detectors and software.
- Satellite trackers to monitor the behavior of crocodiles in Costa Rica.

¹ World Economic Forum, Global Risks Report, 2024

Impact Through Education

Arm’s education mission is to democratize access to high-quality computing education worldwide. We have long advocated for a comprehensive approach to skills development, with a [cradle-to-cradle](#) model encompassing all stages in a lifelong learning journey. Our strategy fosters participation by learners from all regions and backgrounds, based on principles of accessibility, scale, and inclusion.

Open Access Resources

Our free massive open online courses (MOOCs), on platforms like edX and Coursera, help eliminate geographic barriers. Over 35,000 additional learners engaged with our courses in FYE25, with the highest proportion located in South Asia. The most popular subjects were embedded systems, IoT, and introduction to microprocessors.

We also help institutions deliver their own industry-relevant courses, offering free textbooks to download for classroom and independent study. FYE25 saw more than 19,000 downloads across over 70 countries. Furthermore, educators can incorporate Arm-based content directly into their curricula from our open resources on GitHub—over 1,500 did so in FYE25.

Access to Free Resources in FYE25

- 35,000+ new learners enrolled on Arm courses from over 70 countries.
- 17,000+ downloads of our textbooks from over 70 countries.
- 1,500+ engagements² from teachers on GitHub globally.

² ‘Engagements’ refers to the number of people who have downloaded, cloned, or forked Arm material from GitHub

KSA Framework for the Next Generation

In FYE25, we [launched a new framework](#) detailing the knowledge, skills, and abilities (KSAs) required for early-career engineers in the semiconductor industry. The Arm KSA Framework, [available via GitHub](#), establishes the required competencies for learning pathways that can be mapped across academia and industry.

In an example of how institutions can apply the KSA Framework to bridge the gap between academic and industry needs, this year we partnered with King’s College London to support doctoral research projects aligned with the framework.





Connecting Learners and Educators

Arm unites people through education in several ways. We launched the [Semiconductor Education Alliance \(SEA\)](#) in FYE24 and added four new members in FYE25. With over 30 organizations now combining efforts to close skills gaps the industry faces, the SEA has developed sub-groups to progress more efficiently in specific areas.

In addition, several SEA members joined us in FYE25 to launch [EduLabs](#), a distributed innovation and training platform that provides hands-on, industry-relevant learning. EduLabs connects universities, companies, and learners to collaborate on projects and codesign curricula.

In support of lifelong learning, the [Arm Developer Program](#) convenes a global community of over 22 million software developers, offering them insights, tools, and resources to upskill on Arm technology. Events also present professional networking and peer-learning opportunities.

Local Collaborations

We sustained our long-standing commitment to STEM education and outreach by deepening partnerships with leading educational organizations, such as [FIRST](#) and [Uptree](#).

A new partnership with the Cambridge Science Centre sponsors work engaging young people from harder-to-reach backgrounds. Since the start of our sponsorship in FYE25, the Cambridge Science Centre has engaged over 20,000 young people and their families in hands-on STEM activities.

Community Engagement

To help ensure learners everywhere can access the benefits of technology, we engage with various communities to provide a scalable approach to disseminating skills. This sits alongside teacher training, which includes our free MOOC Teaching with Physical Computing, as well as the free resources described above.

For example, we collaborate with groups that facilitate best teaching practices, such as the [Computing at School community](#) in the U.K., the [Computing at School community](#) with the Computer Science Teachers Association in the U.S., and the Central Board of Secondary Education in India.

Since 2022, we have also grown (E³)ngage labs across Africa, which aim to cultivate communities of developers, build local technology ecosystems, and catalyze startups. With labs across Ghana, South Africa, Morocco, Uganda, and Kenya, we're aiming to build regional talent pools and technical expertise.



Operating Responsibly

Arm's approach to responsible business is built on a strong commitment to integrity and accountability.

Top 25%

of EcoVadis-assessed companies.

75%

of procurement spend with EcoVadis-assessed suppliers.

We deliver consistently high standards of business conduct through our policy framework, including the [Arm Code of Conduct \(CoC\)](#), which details our approach to conflicts of interest, whistleblowing, anti-corruption, trade and sanctions, and human rights; and the [Arm Supplier Code of Conduct \(Supplier CoC\)](#), which provides the framework for our supply chain and sets out the behaviors we expect of everyone we partner with. Beyond regulatory compliance, this framework helps build stakeholder confidence in our company and products, maintain quality and security, and reinforce our sustainability efforts.

Additional policies set our position and guide action in specific areas, such as:

- [Privacy practices](#)
- [Security and quality](#) of our products and ecosystem
- Internal use of AI
- [Environment](#)
- [Modern slavery](#)
- [Tax strategy](#)

The risk management approach at Arm is detailed in our [SEC filings](#). More information on governance is available in our [Corporate Governance Principles](#) and in our [SEC filings](#).

Sustainability Governance

The Board of Directors of Arm Holdings plc (the Board) oversees Arm's sustainability strategies, risk assessments, ESG metrics, CoC, and public disclosures. It also oversees human capital management and DEI policies and related practices.

The Board delegates authority to its Audit Committee to review and discuss with management the scope and quality of our ESG metrics and public disclosures, sustainability strategy, and ESG risks.

The Board delegates authority to Arm management and the Sustainability Committee for:

- Advancing the sustainability strategy, programs, and performance at Arm.
- Reviewing performance against targets and considering future targets.
- Assisting the Risk Review Committee to identify climate-related risks and opportunities.
- Corporate giving.

The Sustainability Committee, chaired by the Head of Sustainability, meets twice a year and reports to the Executive Committee (EC) via the Chief People Officer.

The Arm Disclosure Committee reports to the EC and is responsible for oversight of Arm's public disclosures, which includes an ESG subcommittee to assist with oversight of ESG disclosures.

Stakeholder Engagement

Listening to our stakeholders and understanding their perspectives is vital to Arm's success. We have dedicated teams to manage relationships with many groups, such as customers, communities, and shareholders. The Board receives regular updates from the EC on stakeholder engagement activities. More detail on our approach can be found on page 8 of our [Annual Report](#).

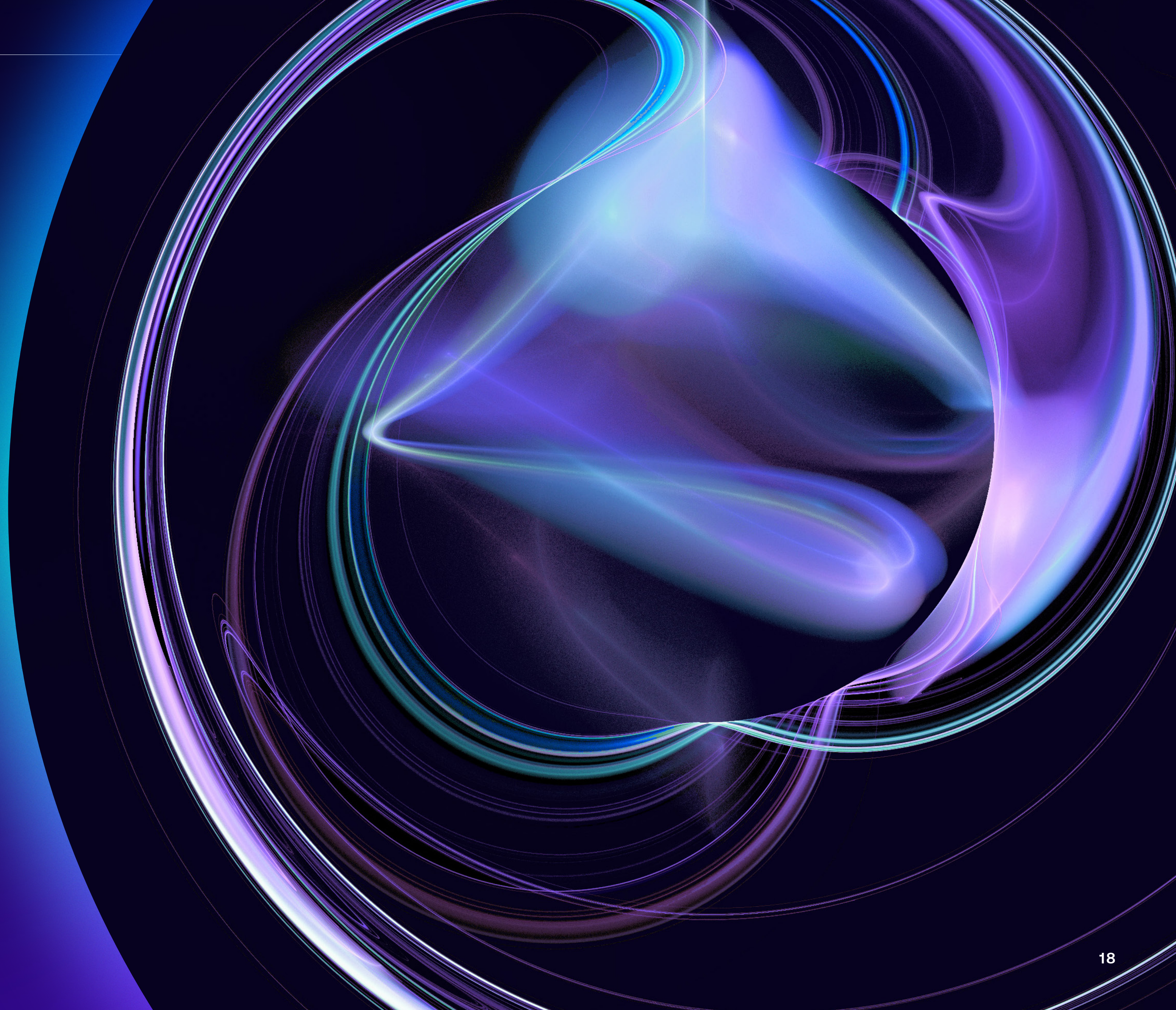
Responsible Procurement

Following the establishment of our Responsible Procurement Team, we focused in FYE25 on strengthening our processes further. Highlights include:

- Creating requirements for all new suppliers in high-risk categories to undertake sustainability assessments and tailored, in-depth questionnaires that inform final supplier selection.
- Beginning the rollout of annual due diligence for existing Critical Suppliers with a new third-party risk management platform.
- Updating the [Supplier CoC](#) to raise environmental standards, add further human rights obligations such as paying the living wage, and increase certain DEI, environmental, and human rights data provided by suppliers.
- Collecting carbon footprint data from 71% of suppliers, up from 59% in FYE24.



Additional Information



Material Topics

In Q4 of FYE25, Arm conducted a global impact materiality assessment to ensure our strategy and disclosures reflect the evolution of our business since our last assessment in FYE22. The process was guided by the requirements of GRI and CSRD (impact materiality only) to provide alignment with current best practice. The outcome was a streamlined set of material topics, enabling greater focus on those most relevant to our business. Arm’s material topics resulting from this assessment are as follows:

Environmental	Social	Governance	Additional topics ¹
Climate change mitigation	Employee working conditions	Corporate culture	Anti-corruption and anti-competitive behavior
Energy	Equal treatment and opportunities for employees	Product security	
Pollution	Employee privacy	Cybersecurity	
Water	Employee training and education	Economic performance	
	Employee health and safety	Tax	
	Working conditions in the value chain	Responsible procurement practices	
	Value chain worker privacy	Value chain sustainability	
	Social impact and digital inclusion within communities	Customer privacy	
	Education within communities		

¹ Arm did not identify anti-corruption as a material topic. However, due to its importance as part of responsible business practice, it has still been included for the purpose of disclosure.



Our Decarbonization Roadmap

Our target is to cut our absolute GHG emissions by 50% from a FYE20 baseline across all emissions sources¹ by FYE30. This is our current commitment to decarbonization, and it will continue to be our core focus as we develop a view of how we define success beyond FYE30.

In FYE25 we reviewed the positioning of our decarbonization trajectory in line with the GHG Protocol Corporate Net Zero Standard. To ensure alignment with the relevant definitions, we have updated the framing from ‘Net Zero Roadmap’ to ‘Decarbonization Roadmap’. Our decarbonization trajectory itself is unchanged and is 1.5°C aligned.

Scope 3 Categories Relevant to Arm

The categories of Scope 3 emissions relevant to our business model are:

Category 1: Purchased goods and services.

Category 2: Capital goods.

Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2).

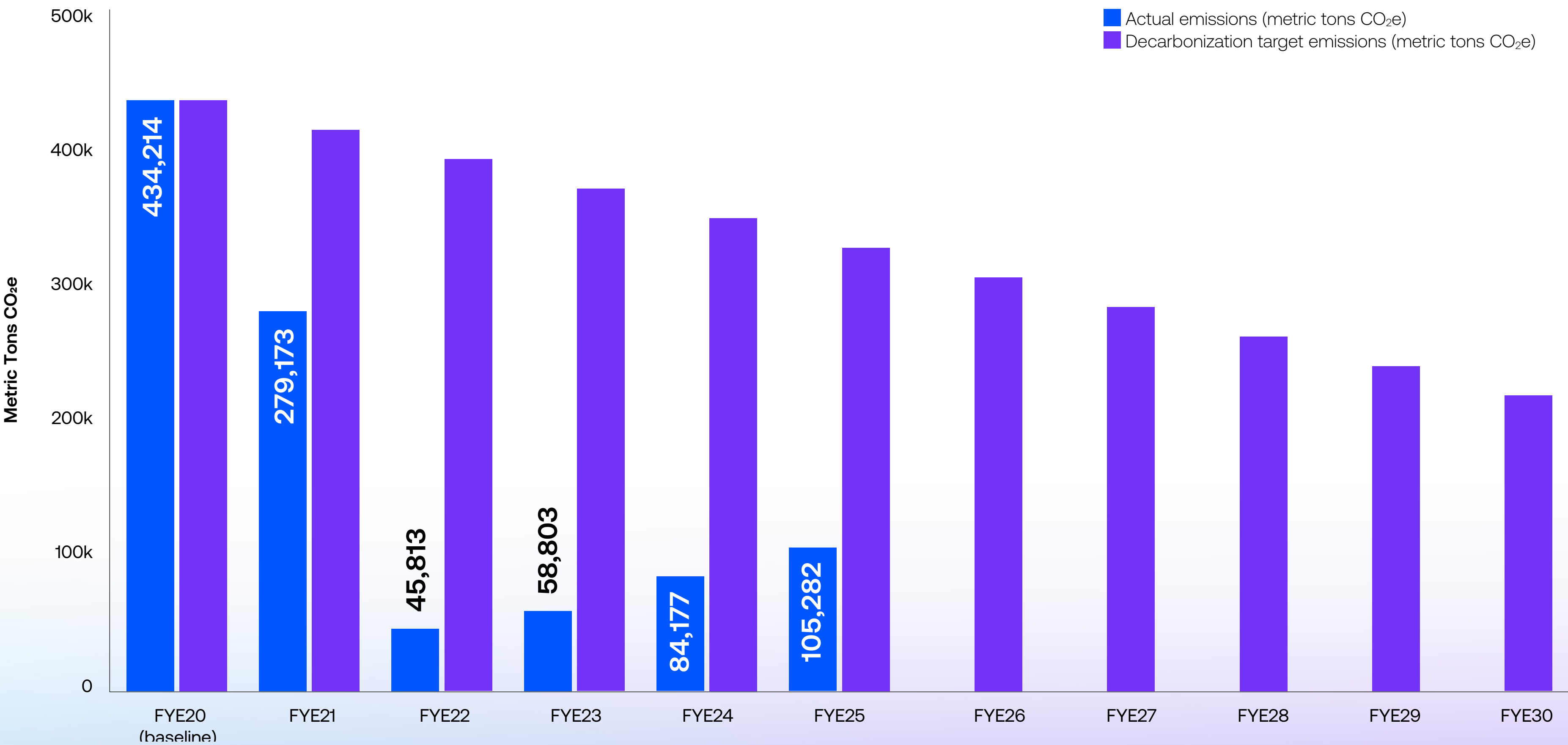
Category 5: Waste generated in operations.

Category 6: Business travel.

Category 7: Employee commuting and homeworking.

For details on the other emissions categories and why they aren’t relevant, please refer to the Basis of Reporting: [Arm Greenhouse Gas Emissions Reporting FYE 2025](#).

GHG Emissions and Decarbonization Trajectory - actual versus target (tCO₂e)



¹ Scopes 1, 2, and the six categories of Scope 3 relevant to Arm.

Data Tables



Environment Data

Metric	Unit	Baseline	FYE23	FYE24	FYE25	Notes
GHG Emissions						
Total GHG Emissions	MT CO ₂ e	434,214.00	58,803.00	84,177.25 ¹	105,282.12	Baseline is FYE20. Includes Scope 1, 2 (Market-based), and 3.
Scope 1 ²	MT CO ₂ e	1,043.00	855.00	841.60	941.08	Baseline is FYE20. Includes CO ₂ , CH ₄ , N ₂ O.
Scope 2 (location-based)	MT CO ₂ e	16,153.00	13,941.00	15,680.23	15,812.90	Baseline is FYE20. Includes CO ₂ , CH ₄ , N ₂ O.
Scope 2 (market-based)	MT CO ₂ e	13,409.00	0.00	0.030	0.32	Baseline is FYE20. Includes CO ₂ , CH ₄ , N ₂ O.
Scope 1 & 2 (market-based)	MT CO ₂ e	14,452.00	855.00	841.63	941.40	Baseline is FYE20. Using market-based Scope 2 emissions.
Scope 3 Total ³	MT CO ₂ e	419,762.00	57,948.00	83,335.62 ⁴	104,340.71	Baseline is FYE20.
Purchased goods and services	MT CO ₂ e	310,381.00	42,312.00	82,066.72	77,687.34	
Capital goods	MT CO ₂ e	73,207.00	6,013.00	2,427.28	4,676.17	
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	MT CO ₂ e	1,825.00	1,015.00	1,195.32	1,169.75	
Waste generated in operations	MT CO ₂ e	7,861.00	577.00	1,178.00	1,105.79	
Business travel	MT CO ₂ e	21,571.00	3,718.00	9,325.49	13,710.91	
Employee commuting and homeworking	MT CO ₂ e	4,917.00	4,313.00	4,689.00	5,990.75	
Scope 3 Intensity ratio (revenue)	tCO ₂ e/Revenue	0.00023	0.000021	0.0000031	0.000026	Includes CO ² , CH ⁴ , N ² O.
Scope 3 Intensity ratio (headcount)	tCO ₂ e/Headcount	54.31	8.44	11.67	10.03	
Total GHG emissions intensity	tCO ₂ e/Revenue	0.00024	0.000021	0.0000032	0.000026	Includes CO ² , CH ⁴ , N ² O.
Energy						
Total energy consumption within the organization ⁵	MWh	50,281.00	53,814.00	59,712.40	61,818.83	
Renewable electricity consumption as a % of total consumption	%	35	98	100	100	
Total fuel consumption within the organization from non-renewable sources	MWh	543	588.00	617.99	534.01	Not reported prior to FYE24.
Total fuel consumption within the organization from renewable sources	MWh	5,138.00	4,037.00	3,969.00	4,615.19	Not reported prior to FYE24.
Total of electricity consumption	MWh	44,600.00	49,189.00	55,125.00	56,618.95	Not reported prior to FYE24. All UK natural gas usage is on tariffs backed by RGGOs.
Total of heating consumption	MWh	0.00	0.00	0.17	59.77	9 MWh District heating in Copenhagen. 50.77 MWh geothermal energy in Munich Heads.
Energy intensity	MWh/FTE	5.93	7.84	6.85	5.94	FYE25 includes electricity, gas, district heating, and geothermal ⁶ . FYE24 includes electricity, gas, and district heating. FYE23 includes one-time use of liquid fuel to power a generator during a power outage.
Water						
Water consumption ⁷	Cubic Meters	30,588	35,260	35,532	29,770	Baseline is FYE21.

1 Restatement of the FYE2424 Total Scope 1, 2 (market-based), and 3 figure. The FYE24 Total Scope 1, 2 (market-based), and 3 figure is 84177.25 tCO₂e not 101723.44 tCO₂e.
2 Scope 1 emissions data was restated in FYE23 to enhance Arm's alignment with best practice set out in the GHG Protocol.
3 Restated Scope 3 Baseline for FYE20 and FYE21/22/23 in FYE24 reporting as Scope 3 business travel was updated to include fuel use in employee vehicles.
4 Restatement of the FYE24 Scope 3 figure. The FYE24 figure is 83335.62 tCO₂e not 100881.81 tCO₂e.

5 Please see the Basis of Reporting: [Arm Greenhouse Gas Emissions Reporting FYE 2025](#) document for the estimation methodology for energy use.
6 Arm's energy use sources are natural gas, electricity, a very small amount of district heating (9MWh), and a small amount of Geothermal (50.77MWh). Total energy consumption in FYE25 was 61818.83 MWh. Of this, 99% of consumption was from renewable sources significantly reducing the negative impact of energy use on the environment from GHG emissions.
7 Estimates of water use based on floor area.

People Data¹

Totals

Total Employees	
FYE25	10,656
FYE24	8,974

Total Established Employees	
FYE25	8,330
FYE24	7,096

Total Fixed-Term Employees	
FYE25	190
FYE24	239

Total External Employees	
FYE25	2,136
FYE24	1,639

Total Engineering Employees	
FYE25	6,943
FYE24	5,887

Total Non-Engineering Employees	
FYE25	1,387
FYE24	1,209

Established Employees²

Total Established by Age Group								
Year	<21	21-30	31-40	41-50	51-60	61-70	70+	Total
FYE25	23	2,191	2,829	2,147	963	169	8	8,330
FYE24	15	1,822	2,462	1,805	827	159	6	7,096

Total Established by Gender					
Year	Male	Female	Other	No Information	Total
FYE25	6,599	1,672	1	58	8,330
FYE24	5,646	1,416	0	34	7,096

Total Established by Region					
Year	Asia Pacific	EMEA	India	US and Canada	Total
FYE25	149	4,922	1,525	1,734	8,330
FYE24	134	4,419	1,150	1,393	7,096

External Employees³

Total Externals by Gender					
Year	Male	Female	Other	No Information	Total
FYE25	328	117	0	1,691	2,136
FYE24	450	153	0	1,036	1,639

Total Externals by Region					
Year	Asia Pacific	EMEA	India	US and Canada	Total
FYE25	271	1,082	442	341	2,136
FYE24	235	919	342	143	1,639

¹ Data as at 31 March 2025.

² Established employee is defined as employees with a contract for an indeterminate period for full-time or part-time work.
³ External employees are defined as contractors who may need to make themselves available for work as required.

New Starters

New Starters Breakdown by Region					
Year	Asia Pacific	EMEA	India	US and Canada	Total
FYE25	28	724	460	424	1,636
FYE24	23	735	353	260	1,371

New Starters Breakdown by Age Group									
Year	<21	21-30	31-40	41-50	51-60	61-70	70+	Unknown	Total
FYE25	14	681	489	319	117	15	0	1	1,636
FYE24	14	636	445	200	68	7	1	0	1,371

New Starters Breakdown by Gender				
Year	Male	Female	Other / No Information	Total
FYE25	1,254	344	38	1,636
FYE24	1,040	298	33	1,371

Leavers

Leavers Breakdown by Region					
Year	Asia Pacific	EMEA	India	US and Canada	Total
FYE25	8	215	84	93	400
FYE24	1	136	52	40	229

Leavers Breakdown by Age Group									
Year	<21	21-30	31-40	41-50	51-60	61-70	70+	Unknown	Total
FYE25	0	81	115	90	71	36	4	3	400
FYE24	0	57	79	52	29	9	1	2	229

Leavers Breakdown by Gender				
Year	Male	Female	Other / No Information	Total
FYE25	304	90	6	400
FYE24	180	47	4	229

Full-time Employees & Part-time Employees

Total Full-Time Employees by Gender					
Year	Male	Female	Other	No Information	Total
FYE25	6,483	1,616	1	58	8,158

Total Full-Time Employees by Region					
Year	Asia Pacific	EMEA	India	US and Canada	Total
FYE25	149	4,765	1,524	1,720	8,158

Total Part-Time Employees by Gender					
Year	Male	Female	Other	No Information	Total
FYE25	116	56	0	0	172

Total Part-Time Employees by Region					
Year	Asia Pacific	EMEA	India	US and Canada	Total
FYE25	0	157	1	14	172

Fixed-term Employees¹

Total Fixed-Term Employees by Gender					
Year	Male	Female	Other	No Information	Total
FYE25	123	55	0	12	190
FYE24	170	54	2	13	239

Total Fixed-Term Employees by Region					
Year	Asia Pacific	EMEA	India	US and Canada	Total
FYE25	1	125	60	4	190
FYE24	1	157	79	2	239

Management Level

Total Management Level by Gender					
Year	Male	Female	Other	No Information	Total
Individual contributor	5,175	1,372	1	55	6,603
Management	817	185	2	0	1,004
Senior management	607	115	1	0	723

Total Management Level by Age Group									
Management level	<21	21-30	31-40	41-50	51-60	61-70	70+	Unknown	Total
Individual contributor	23	2,154	2,333	1,346	617	122	6	2	6,603
Management	0	36	424	414	116	14	0	0	1,004
Senior management	0	1	72	387	230	33	0	0	723

¹ Fixed-term employee is defined as an employee with a contract for a limited period.

Employee Engagement

Employee Engagement Survey Results	FYE25	FYE24
Percentage of global employees who completed the engagement survey.	85%	87%
Percentage of people who are proud to work for Arm.	95%	95%
Percentage of people who said their colleagues foster an inclusive environment.	91%	91%
Percentage of people who understand how their work contributes to Arm’s strategy.	96%	97%
Overall sustainable engagement score, which indicates the degree to which people are motivated, enabled, and energized to deliver their best work.	84%	85%

Social Impact

Volunteering—Team Arm	FYE25	FYE24
Amount raised via the Arm Giving Hub.	\$ 279,524	\$ 172,680
Number of colleagues making donations via the Giving Hub.	1,840	1,260
Number of colleagues volunteering.	1,888	1,079
Number of hours volunteered.	16,395	10,314
Number of causes supported.	1,101	703
Percentage of colleagues who have made a donation and/or tracked volunteering time via Giving Hub.	30.9%	23.9%

Social impact—Overall Reach of Arm SII Partnerships	FYE25	FYE24
Initiatives enabled that focus on closing the digital divide through Arm’s social impact and innovation (SII) work (annual).	43 workstreams and projects 24 partnerships supported	31
Innovators and entrepreneurs supported by Arm (cumulative).	38,892	31,833
SII external partner organizations (main partner organizations only) (annual).	24	15
Interactions enabled with participation of Arm employees (cumulative).	43,473	39,475
People reached directly since 2015 (cumulative).	6.9m	6.1m
People reached indirectly since 2015 (cumulative).	101.6m	32.9m
People reached by innovations catalyzed by social impact and innovation partnerships since 2015 (cumulative).	820.2m	818.8m

Education impact	FYE25	FYE24
Learners reached via free online Arm courses in computer engineering and informatics.	109,046	73,466
Number of universities and institutions in the Arm Academic Access Program, providing free access to commercially proven Arm IP.	166	129
Number of institutions in EduLabs, a community platform where academics share and use open-access computer engineering and computer science curricula to educate the next generation of engineers.	8	N/A
Number of institutional members of SoC Labs, a global academic community for system-on-chip (SoC) development using the Arm ecosystem.	102	64
Number of institutional members of the Semiconductor Education Alliance, an Arm-led initiative to address the sector’s skills gap through education initiatives.	30	14

Global Reporting Initiative (GRI) Index

GRI 1: Foundation 2021

In areas where Arm’s approach to managing certain material topics has remained unchanged from year to year, readers are directed to the FYE24 report for additional detail on topic management. Where this applies, it is clearly referenced in the relevant section of this index.

GRI Standard Disclosure	Location/Response	Omissions
GRI 2: General Disclosures 2021		
2-1 Organizational details	Headquarters location: Cambridge, United Kingdom FYE25 Sustainable Business Report—FYE25 Highlights, page 3 https://www.arm.com/company/offices	
2-2 Entities included in the organization’s sustainability reporting	FYE25 Sustainable Business Report—FYE25 Highlights, page 3	
2-3 Reporting period, frequency and contact point	Sustainability@arm.com FYE25 Sustainable Business Report— FYE25 Highlights, page 3	
2-4 Restatements of information	FYE25 Sustainable Business Report—Environment Data, page 22	
2-5 External assurance	We obtained an external limited assurance review with RSM UK Risk Assurance Services LLP, to the International Standard on Assurance Engagements (ISAE) 3000/3410, of our Scope 1 (excluding green gas certificates) and 2 emissions.	
2-6 Activities, value chain and other business relationships	FYE25 Form 20-F—Business Overview, pages 57-65	
2-7 Employees	FYE25 Sustainable Business Report—People Data, page 23	
2-8 Workers who are not employees	FYE25 Sustainable Business Report—People Data, page 23	Further information for this disclosure is not currently available.
2-9 Governance structure and composition	FYE25 Sustainable Business Report—Operating Responsibly, page 17 Corporate Governance Principles (July 2024) FYE25 Form 20-F—Directors, Senior Management and Employees, pages 83–87 Arm Holdings 2025 Annual Report, pages 33-44 FYE24 Sustainable Business Report—Governance Structure, page 41	
2-10 Nomination and selection of the highest governance body	FYE25 Sustainable Business Report—Operating Responsibly, page 17 Corporate Governance Principles (July 2024) FYE25 Form 20-F—Directors, Senior Management and Employees, pages 83–87 Arm Holdings 2025 Annual Report, pages 33-44 FYE24 Sustainable Business Report—Governance Structure, page 41	

GRI Standard Disclosure	Location/Response	Omissions
2-11 Chair of the highest governance body	<u>FYE25 Form 20-F—Directors, Senior Management and Employees, pages 83–87</u>	
2-12 Role of the highest governance body in overseeing the management of impacts	<u>FYE25 Sustainable Business Report—Operating Responsibly, page 17</u> <u>Corporate Governance Principles (July 2024)</u> <u>FYE25 Form 20-F—Directors, Senior Management and Employees, pages 83–87</u> <u>Arm Holdings 2025 Annual Report, pages 33–44</u> <u>FYE24 Sustainable Business Report—Governance Structure, page 41</u>	
2-13 Delegation of responsibility for managing impacts	<u>FYE25 Sustainable Business Report—Operating Responsibly, page 17</u> <u>FYE24 Sustainable Business Report—Governance Structure, page 41</u>	
2-14 Role of the highest governance body in sustainability reporting	The Board reviews and approves all annual reports as well as all material ESG metrics and public disclosures.	
2-15 Conflicts of interest	We are not required to disclose conflicts of interest. However, we disclose the existence of a controlling shareholder and our related party transactions in the notes to Consolidated Financial Statements on a quarterly and annual basis and in our <u>Form 20-F</u> . <u>Corporate Governance Principles (July 2024)</u> <u>FYE25 Form 20-F—Major shareholders, Related Party Transactions, pages 110–120</u>	
2-16 Communication of critical concerns		The information for this disclosure is not currently available.
2-17 Collective knowledge of the highest governance body	<u>Corporate Governance Principles (July 2024)</u> <u>FYE25 Form 20-F—Directors, Senior Management and Employees, pages 83–87</u>	
2-18 Evaluation of the performance of the highest governance body		We are not required to complete board evaluations in overseeing the management of the organization’s impacts on the economy, environment, and people.
2-19 Remuneration policies	<u>Arm Holdings 2025 Annual Report, page 47</u>	
2-20 Process to determine remuneration	<u>Arm Holdings 2025 Annual Report, page 47</u>	
2-21 Annual total compensation ratio	<u>Arm Holdings 2025 Annual Report, page 47</u>	

GRI Standard Disclosure	Location/Response	Omissions
2-22 Statement on sustainable development strategy	FYE25 Sustainable Business Report—Message From Our CEO, page 2	
2-23 Policy commitments	<p>The authoritative intergovernmental instrument that the policy commitments for responsible business conduct reference is Sarbanes Oxley, Section 406.</p> <p>Within Arm’s policies for H&S, there is a requirement to perform a risk assessment to either prevent or mitigate a potentially dangerous situation.</p> <p>Arm is committed to respecting and promoting internally recognized human rights, in line with the Universal Declaration of Human Rights. Arm is a participant member of the UN Global Compact (UNGC), which asks companies to operate in ways that, at a minimum, meet fundamental responsibilities for governance, human rights, labor, environment, and anti-corruption.</p> <p>FYE25 Sustainable Business Report—Operating Responsibly, page 17</p> <p>Modern Slavery Statement</p> <p>Arm Code of Conduct, FYE25</p>	
2-24 Embedding policy commitments	<p>Arm conducts annual Ethics and Compliance training that is risk-based and required by law, which all employees must complete. Additionally, Arm provides targeted individualized training presented by evolving risks that arise from changing business strategy and regulatory landscape.</p> <p>FYE25 Sustainable Business Report—Operating Responsibly, page 17</p> <p>FYE24 Sustainable Business Report—Responsible Throughout Our Business, page 42</p> <p>FYE24 Sustainable Business Report—Anti-Bribery and Corruption, page 47</p> <p>Arm Code of Conduct, FYE25</p>	
2-25 Processes to remediate negative impacts	<p>The People Group regularly reviews our standard operating procedures for the grievance process to ensure that we are applying learning and feedback from individuals and decision-makers in how we operate our grievance procedures, and seeking the perspectives of the legal, DEI, and communications teams in how we operate and communicate our processes. Arm completes a quarterly review of all investigations (including grievances) raised or closed within the quarter to assess outcomes, evaluate the time to close cases, and capture any feedback or organizational learnings; these reports are shared with the Chief Legal Officer and Chief People Officer. Summaries are shared with Arm’s Compliance Committee, to ensure the continued effectiveness of our grievance procedures.</p> <p>FYE24 Sustainable Business Report—Operating Responsibly, page 48</p>	
2-26 Mechanisms for seeking advice and raising concerns	FYE24 Sustainable Business Report—Mechanisms for Seeking Advice and Raising Concerns, page 48	
2-27 Compliance with laws and regulations	During the reporting period, we have not had any significant instances of non-compliance with laws and regulations.	

GRI Standard Disclosure	Location/Response	Omissions
2-28 Membership associations	Semiconductor Industry Association, TechUK, TechWorks, Digital Europe, INSIDE	
2-29 Approach to stakeholder engagement	FYE25 Sustainable Business Report—Operating Responsibly, page 17 FYE24 Sustainable Business Report—Stakeholder Engagement, page 44	
2-30 Collective bargaining agreements	Arm Holdings 2025 Annual Report	
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	FYE25 Sustainable Business Report—Arm Materiality Assessment Update, 2025, page 19	Further information for this disclosure is not currently available.
3-2 List of material topics	FYE25 Sustainable Business Report—Arm Materiality Assessment Update, 2025, page 19	Further information for this disclosure is not currently available.
GRI 201: Economic Performance 2016		
3-3 Management of material topics		Quantification of economic impacts or additional items outside of this content is not available.
201-1 Direct economic value generated and distributed	This information is provided in the Consolidated Income Statement on page 125 of the FYE25 Form 20-F , including revenues, operating expenses and net income.	
201-2 Financial implications and other risks and opportunities due to climate change	Arm Holdings 2025 Annual Report, pages 16-26	
201-3 Defined benefit plan obligations and other retirement plans	FYE25 Form 20-F—page 177	
201-4 Financial assistance received from government	FYE25 Form 20-F—pages 146-147	
GRI 207: Tax 2019		
3-3 Management of material topics	Arm Group Tax Strategy, FYE25	
207-1 Approach to tax	Arm Group Tax Strategy, FYE25	
207-2 Tax governance, control, and risk management	Arm Holdings 2025 Annual Report, pages 64-67 Arm Group Tax Strategy, FYE25 FYE24 Sustainable Business Report—Mechanisms for Seeking Advice and Raising Concerns, page 48	

GRI Standard Disclosure	Location/Response	Omissions
207-3 Stakeholder engagement and management of concerns related to tax	Approach to public policy advocacy on tax would be completed via our public relations team and other professional bodies (e.g. Chartered Institute of Tax). Arm Group Tax Strategy, FYE25 FYE24 Sustainable Business Report—Tax Planning Approach and Engagement, page 49	
207-4 Country-by-country reporting	The difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax is mainly due to the tax incentives provided in the U.K. being the Patent Box and R&D Tax Credits. And R&D Tax Credits in the U.S., Ireland, and France. Arm Holdings 2025 Annual Report, pages 2, 68-75	
GRI 302: Energy 2016		
3-3 Management of material topics	Energy use is across Arm’s total estate, comprising offices and on-premises and co-located data centers. All of Arm’s estate is leased. FYE25 Sustainable Business Report—Managing Our Own Impact, page 8 FYE25 Sustainable Business Report—Operating Responsibly, page 17 FYE25 Sustainable Business Report—Our Decarbonization Roadmap, page 20 FYE25 Sustainable Business Report—Environment Data, page 22 Arm Environmental Policy Statement	
302-1 Energy consumption withinthe organization	Arm does not break down the consumption use of energy. However, Arm does maintain total energy used. In many cases this consumption use is Landlord-held information which Arm has no access to. Arm does not produce electricity, heating, cooling, or steam. FYE25 Sustainable Business Report—Managing Our Own Impact, page 8 FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	
302-2 Energy consumption outside of the organization		The information for this disclosure is not currently available.
302-3 Energy intensity	FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	
302-4 Reduction of energy consumption	FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	

GRI Standard Disclosure	Location/Response	Omissions
302-5 Reductions in energy requirements of products and services		The information for this disclosure is not currently available.
GRI 303: Water and Effluents 2018		
3-3 Management of material topics	Arm has very little interaction with water outside of normal office use (sanitation, drinking water, small kitchens, and HVAC). There has been no known impact to Arm or the environment around Arm due to water use or waste. FYE25 Sustainable Business Report—Environment Data, page 22 FYE24 Sustainable Business Report—Managing Our Wider Environmental Impact—Water, page 26	
303-1 Interactions with water as a shared resource	Arm has very little interaction with water outside of normal office use (sanitation, drinking water, small kitchens, and HVAC). There has been no known impact to Arm or the environment around Arm due to water use or waste. Arm maintains all appliances within its control in good working condition and proactive maintenance plans. Where Arm rents space, we ensure the landlord maintains utilities to the same standard. FYE24 Sustainable Business Report—Managing Our Wider Environmental Impact—Water, page 26	
303-2 Management of water discharge-related impacts	FYE24 Sustainable Business Report—Managing Our Wider Environmental Impact—Water, page 26	
303-3 Water withdrawal		The information for this disclosure is not currently available.
303-4 Water discharge		The information for this disclosure is not currently available.
303-5 Water consumption		The information for this disclosure is not currently available.

GRI Standard Disclosure	Location/Response	Omissions
GRI 305: Emissions 2016		
3-3 Management of material topics	Arm’s Sustainability Strategy aims to minimize its environmental impact, including decarbonizing its operations. Arm aims to engage with its stakeholders to help meet its targets by increasing awareness of its environmental policy among employees, contractors, external suppliers, and customers to encourage their adoption of environmental best practices and offering training to employees. The company’s Sustainability Committee directs these efforts. FYE25 Sustainable Business Report—Managing Our Own Impact, page 8 FYE25 Sustainable Business Report—Operating Responsibly, page 17 FYE25 Sustainable Business Report—Our Decarbonization Roadmap, page 20 FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025 Arm Environmental Policy Statement	
305-1 Direct (Scope 1) GHG emissions	FYE25 Sustainable Business Report—Managing Our Own Impact, page 8 FYE25 Sustainable Business Report—Operating Responsibly, page 17 FYE25 Sustainable Business Report—Our Decarbonization Roadmap, page 20 FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	Arm does not carry out activities that result in biogenic CO ² emissions.
305-2 Energy indirect (Scope 2) GHG emissions	FYE25 Sustainable Business Report—Managing Our Own Impact, page 8 FYE25 Sustainable Business Report—Our Decarbonization Roadmap, page 20 FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	
305-3 Other indirect (Scope 3) GHG emissions	FYE25 Sustainable Business Report—Managing Our Own Impact, page 8 FYE25 Sustainable Business Report—Our Decarbonization Roadmap, page 20 FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	Arm does not carry out activities that result in biogenic CO ² emissions.
305-4 GHG emissions intensity	FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	
305-5 Reduction of GHG emissions	FYE25 Sustainable Business Report—Managing Our Own Impact, page 8 FYE25 Sustainable Business Report—Our Decarbonization Roadmap, page 20 FYE25 Sustainable Business Report—Environment Data, page 22 Basis of Reporting: Arm Greenhouse Gas Emissions Reporting FYE 2025	

GRI Standard Disclosure	Location/Response	Omissions
305-6 Emissions of ozone-depleting substances (ODS)		The information for this disclosure is not currently available, however, ODS emissions are not material to Arm.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx)		The information for this disclosure is not currently available. Arm does not plan to measure this.
GRI 308: Supplier Environmental Assessment 2016		
3-3 Management of material topics	FYE25 Sustainable Business Report—Responsible Procurement, page 17	
308-1 New suppliers that were screened using environmental criteria	In FYE25, new suppliers represented 10.5% of our total active suppliers (FYE24: 19%). Where new suppliers are in scope of an environmental assessment based on category and spend thresholds, our systems trigger a mandatory questionnaire for environmental assessment which is reviewed by our Responsible Procurement team prior to onboarding.	
308-2 Negative environmental impacts in the supply chain and actions taken	<p>Arm uses EcoVadis to assess suppliers’ impacts, such as practices relating to energy, water, emissions, and waste practices, and plans to provide more comprehensive reporting in future reports. Arm aims to disclose additional details about any negative environmental impacts within the supply chain and the measures taken to address them in future reporting.</p> <p>To date, 178 of our suppliers have undertaken a carbon assessment in EcoVadis. Of these, 121 suppliers are rated as intermediate or higher, and 17 as insufficient. Arm is reviewing these 17 suppliers to assess how material their impacts are.</p> <p>FYE25 Sustainable Business Report—Responsible Procurement, page 17</p>	
GRI 401: Employment 2016		
3-3 Management of material topics	FYE25 Sustainable Business Report—Building Extraordinary Teams, page 11 FYE24 Sustainable Business Report—Growing and Retaining Talent, page 33 FYE24 Sustainable Business Report—Well-being for All, page 36	
401-1 New employee hires and employee turnover	FYE25 Sustainable Business Report—People Data, page 24	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The only benefits that are not available to temporary employees are life insurance, group income protection, stock ownership, and bonus payments. Temporary employees are compensated through increased salaries. Part-time employees in the U.S. must work more than 30 hours per week to be eligible for participation in the benefits.	
401-3 Parental leave		All employees, regardless of gender and length of service, are entitled to parental leave. We cannot provide data on retention rates as we do not capture this data.

GRI Standard Disclosure	Location/Response	Omissions
GRI 402: Labor/Management Relations 2016		
3-3 Management of material topics	FYE25 Sustainable Business Report—Building Extraordinary Teams, page 11 FYE24 Sustainable Business Report—Practicing Non-Discrimination, page 32	
402-1 Minimum notice periods regarding operational changes	Arm is a global company and, therefore, would provide notice of significant operational changes in line with or greater than the minimum notice required for the location affected. For example, in the U.K., Grades 1–5 have a notice period of one month, and Grades 6+ have a notice period of 13 weeks. In some countries (particularly in Europe), this period may be longer, whereas in the U.S., employees are engaged ‘at will’ and while Arm may offer a notice period in the event of organizational change, this is not provided for in employment agreements or offer letters. Collective bargaining agreements apply to Arm France and include notice period and provisions for consultation and negotiation.	
GRI 403: Occupational Health and Safety 2018		
3-3 Management of material topics	FYE25 Sustainable Business Report—Well-Being and Reward, page 11 FYE24 Sustainable Business Report—Well-being, Health, and Safety, page 35	
403-1 Occupational health and safety management system	FYE24 Sustainable Business Report—Well-being, Health, and Safety, page 35	
403-2 Hazard identification, risk assessment, and incident investigation	FYE24 Sustainable Business Report—Well-being, Health, and Safety, page 35	
403-3 Occupational health services	FYE25 Sustainable Business Report—Well-Being and Reward, page 11 FYE24 Sustainable Business Report—Our Approach, page 43 FYE24 Sustainable Business Report—Well-being, Health and Safety, page 35	
403-4 Worker participation, consultation, and communication on occupational health and safety	All workers are covered by the health and safety committees. FYE24 Sustainable Business Report—Well-being, Health and Safety, page 35	
403-5 Worker training on occupational health and safety	FYE24 Sustainable Business Report—Our Approach, page 43 FYE24 Sustainable Business Report—Well-being, Health and Safety, page 35	
403-6 Promotion of worker health	FYE25 Sustainable Business Report—Well-Being and Reward, page 11 FYE24 Sustainable Business Report—Our Approach, page 43 FYE24 Sustainable Business Report—Well-being, Health and Safety, page 35	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FYE24 Sustainable Business Report—Management Tools and Training, page 35	

GRI Standard Disclosure	Location/Response	Omissions
403-8 Workers covered by an occupational health and safety management system	<u>FYE24 Sustainable Business Report—Management Tools and Training, page 35</u>	
403-9 Work-related injuries		Arm does not publicly disclose data on incidences but can confirm that the main types of injuries reported via the Arm online reporting tool are minor slips and trips, and incidents while in the gym.
403-10 Work-related ill health		We do not publicly disclose this information.
GRI 404: Training and Education 2016		
3-3 Management of material topics	Arm has developed its training approach to prioritize continuous, embedded learning over tracking training hours. Development is integrated into daily work, available to all established and fixed-term employees. Our myLearning platform, used by 95% of our 8,490-person community, provides internal and external resources aligned with our 10x Mindset and e-learning modules on topics including AI, Functional Safety, Lean Six Sigma, and DEI.	
404-1 Average hours of training per year per employee		The information for this disclosure is not currently available. Arm’s learning and development model does not place emphasis on ‘hours per employee’ but rather provides tools and resources to ensure our people are learning in the flow of their work. This is supplemented by digital content, including curated learning collections referred to as our Learning and Development Pillars, LinkedIn Learning, getAbstract, O’Reilly, and Udemy.
404-2 Programs for upgrading employee skills and transition assistance programs	<u>FYE24 Sustainable Business Report—Growing and Retaining Talent, page 33</u>	
404-3 Percentage of employees receiving regular performance and career development reviews		The Goals system used by Arm to manage employee training does not allow for a breakdown by gender or employee category; therefore, Arm will not report on this topic in 2025. Contractors are not in scope for performance and career development reviews.

GRI Standard Disclosure	Location/Response	Omissions
GRI 405: Diversity and Equal Opportunity 2016		
3-3 Management of material topics	FYE25 Sustainable Business Report—Building Extraordinary Teams, page 11 https://www.arm.com/company/diversity-equity-inclusion https://careers.arm.com/dei	
405-1 Diversity of governance bodies and employees	FYE25 Sustainable Business Report—People Data, page 23 FYE25 Form 20-F—Directors, Senior Management and Employees, pages 83–87	
405-2 Ratio of basic salary and remuneration of women to men		As shown in our UK Gender Pay Gap Report, our pay structures don't systematically discriminate based on gender. In addition to this report, we complete a global pay analysis annually and through this analysis can confirm that we do not have any statistical differences in pay between men and women.
GRI 406: Non-discrimination 2016		
3-3 Management of material topics	FYE24 Sustainable Business Report—Practicing Non-Discrimination, page 32	
406-1 Incidents of discrimination and corrective actions taken	Four incidents of discrimination in FYE25. Incident 1: Allegations investigated under Arm's grievance procedure. The allegations were not upheld. Incident 2: Allegations investigated under Arm's grievance procedure. The allegations were not upheld. Incident 3: Allegations investigated under Arm's grievance procedure. The allegations were not upheld, and remedial action was recommended to improve manager/employee working relationships. Incident 4: Allegations investigated under Arm's grievance procedure. The allegations were not upheld.	
GRI 414: Supplier Social Assessment 2016		
3-3 Management of material topics	FYE25 Sustainable Business Report—Responsible Procurement, page 17	
414-1 New suppliers that were screened using social criteria	During FYE25, 91% of all new suppliers registered on Arm's procure-to-pay platform accepted Arm's Supplier Code of Conduct, which includes topics related to social impact. FYE25 Sustainable Business Report—Responsible Procurement, page 17	
414-2 Negative social impacts in the supply chain and actions taken	Arm uses EcoVadis to assess suppliers' social impacts, including human rights and labour practices, and plans to provide more comprehensive reporting in future reports. FYE25 Sustainable Business Report—Responsible Procurement, page 17	

GRI Standard Disclosure	Location/Response	Omissions
GRI 418: Customer Privacy 2016		
3-3 Management of material topics	https://www.arm.com/company/policies/privacy	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FYE25, no data protection authority issued any substantiated complaint against Arm, and no Arm customers made any material allegations of breach of confidentiality.	

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Additional Information About This Report

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Forward-Looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, and as defined in the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact could be deemed forward-looking statements, including without limitation, statements relating to Arm’s plans, beliefs, expectations, and current views with respect to, among other things, future events and financial performance, climate change and its impact; Arm’s future business plans, strategies, objectives, programs, products, and activities; the impact and benefits of Arm’s plans, strategies, programs, products, and activities; and the risks to Arm’s business and the factors that will impact them. The forward-looking statements appear in a number of places in this report. Forward-looking statements are based on Arm management’s beliefs and assumptions and on information currently available to Arm’s management. In some cases, you can identify forward-looking statements by the words “may,” “might,” “will,” “could,” “would,” “should,” “expect,” “is/are likely to,” “intend,” “plan,” “objective,” “anticipate,” “believe,” “estimate,” “predict,” “potential,” “target,” “goal,” “continue,” and “ongoing,” or the negative of these terms or other comparable terminology intended to identify statements about the future. The forward-looking statements and opinions contained in this report are based upon information available to Arm as of the date of this report and, while Arm believes such information forms a reasonable basis for such statements, such information may be limited or incomplete, and Arm’s statements should not be read to indicate that it has conducted an exhaustive inquiry into, or review of, all potentially available relevant information. These statements involve known and unknown risks, uncertainties, and other important factors that may cause Arm’s actual results, levels of activity, performance, or achievements to be materially different from the information expressed or implied by these forward-looking statements. Such risks and uncertainties include, but are not limited to, those described in Arm’s filings with the US Securities and Exchange Commission. Any forward-looking statements made by Arm speak only as of the date on which they were made. Arm is under no obligation to, and expressly disclaims any obligation to, update or alter its forward-looking statements, whether as a result of new information, subsequent events, or otherwise, except as required by law. Arm cautions that you should not place undue reliance on any of Arm’s forward-looking statements.

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