Sustainable Business Report

FYE26

A future built on Arm

Message from our CEO

This year marked a defining moment for Arm. For the first time, we extended the Arm platform into production silicon with the Arm AGI CPU, expanding Arm's role in the artificial intelligence (AI) infrastructure that will define the next decade of computing.

The milestone builds on the DNA that has guided Arm for more than 35 years: high-performance, power-efficient compute, with a software ecosystem that enables global innovation at scale.

As AI moves from human-led interactions to continuous, agent-driven activity, demand for compute is growing rapidly. At the same time, the industry is approaching real limits in power availability and infrastructure scale. These are constraints Arm has always designed for.

The next era of AI will be shaped not only by greater performance, but by how intelligently the industry scales energy, infrastructure, and resources. That means delivering more capability while using the world's resources more efficiently.

As our technology becomes increasingly central to global AI infrastructure, building a sustainable business is fundamental to how we create long-term value. It shapes how we innovate, manage uncertainty, strengthen resilience, and earn the trust of our customers, partners, investors, and people.

Arm is well positioned for this moment. Together with our partners, we will continue advancing compute, set a high standard for responsible innovation, and help build a future where technology advances opportunity.

My thanks to our people, partners, customers, and shareholders for their trust and for helping shape the future we are building together.

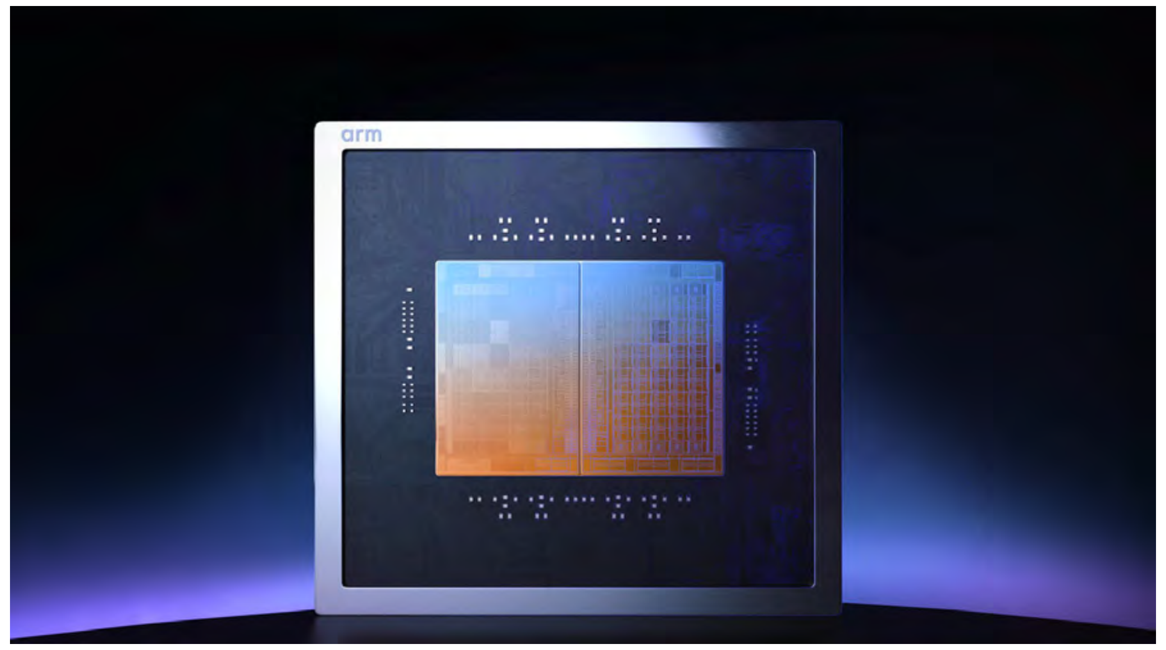
Rene Haas
Chief Executive Officer, Arm

About Arm and FYE26 highlights

Arm's power-efficient compute platform drives billions of devices worldwide, underpinning the intelligent systems that will shape our shared future.

We are guided by our North Star: building the future of computing on Arm, together, for everyone. As demand for AI-enabled experiences accelerates, that North Star drives us to create long-term value through performance, purpose, and partnership. To date, over 350 billion Arm-based chips have shipped globally, powering compute across industries and in devices from smartphones to data centers.

In the rapidly changing technology market, we are always evolving to anticipate the needs our products serve. The launch of the Arm AGI CPU, which extends our platform into production silicon, is a defining moment for our future and further reinforces our leadership in power-efficient compute. In FYE26, we were honored to be recognized by the TIME100 Most Influential Companies List for our leadership in AI and technology innovation.



Driving efficiency and high performance

100%
renewable electricity usage across direct operations globally.

Launched the Arm AGI CPU
to enable more efficient scaling of compute infrastructure.

2x+
performance per rack using Arm AGI CPU versus x86 platforms.[1]

Empowering teams who shape tomorrow

96%
of our people are proud to work for Arm.[2]

1,000+
of our people participated in technical training programs.

2,879
of our people volunteered during FYE26.

Partnering to accelerate inclusive innovation

19m+
people reached directly through Social Impact and Innovation (SII) initiatives since 2015.

200m+
people reached indirectly through SII initiatives since 2015.

800m+
people reached by innovations catalyzed by SII partnerships.

1 Based on Arm internal estimates.
2 Survey scores based on responses to the annual Life@Arm survey.

Contents

About this report

This report provides an overview of our sustainability performance, highlighting the progress we've made across Arm's impact pillars for the financial year ended March 31, 2026 (FYE26). It does so with reference to the Global Reporting Initiative (GRI) 2021 Universal Standards, in line with reporting best practices. Our FYE26 GRI Index is included from page 32.

The scope of this report applies to the Arm Holdings plc group of companies (Arm). The reporting period for data shared starts April 1, 2025, and ends March 31, 2026, which aligns with Arm's financial reporting period. Please contact sustainability@arm.com with any feedback or queries.

The Arm Impact Framework

Our vision is to empower others to deliver on the unprecedented promise of AI.

Delivering on that vision means ensuring the benefits of AI are realized through computing that is power-efficient, trusted, and accessible to more people around the world. Arm is uniquely positioned to contribute through our technology, our people, and our global ecosystem of partners.

The Arm Impact Framework focuses on three core areas:

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

In FYE26, we made progress across each of these three pillars, highlighted in the following pages.

The framework reflects our understanding of Arm's sustainability-related impacts, risks, and opportunities, informed by our materiality assessments. As our business and the world around us continue to evolve, we will refresh these assessments to ensure the framework remains aligned with our strategy and vision.

Supported by responsible business practices, governance, and transparent reporting, the Arm Impact Framework creates long-term value through our technology, people, and partnerships while enabling innovation to scale responsibly, efficiently, and inclusively.

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

The Arm impact ecosystem where performance, purpose, and partnership converge to deliver on the promise of AI.

Arm powers the innovation shaping our world. Connecting everyone from cloud to edge with unmatched performance, scale, and efficiency. Delivering on the promise of AI through our technology, skills, and partnerships.

PERFORMANCE	PURPOSE	PARTNERSHIP
Driving efficiency and high performance	Empowering teams who shape tomorrow	Partnering to accelerate inclusive innovation

Driving efficiency and high performance in our products and operations

AI is redefining what is possible through technology. It is also reshaping the demands placed on compute, infrastructure, and energy systems.

As AI workloads increase, our power-efficient, high-performance legacy is developing into a broader vision: enabling efficient computing across cloud, edge, and physical AI.

While we pursue efficient compute, we continue to progress toward our environmental commitments and remain focused on strengthening the transparency and robustness of our climate program and reporting.

Scaling power-efficient and high-performing compute

We are at the center of the computing industry's efforts to deliver exponentially greater performance and efficiency, from cloud to edge.

As AI accelerates demand for compute, we believe the next era will be defined by the ability to deliver more capability, performance, and opportunity from every unit of energy consumed. This is particularly true for the data center market, where operators are already looking at how to balance increasing compute demands from AI with constraints around power availability, thermal density, and infrastructure capacity.

Arm's compute platform is built around a system-level approach to efficiency. We are strengthening our product portfolio, expanding our software and developer ecosystem, and innovating with our partners to deliver system-level solutions optimized for AI.

As workloads become increasingly complex, efficient compute depends on intelligent orchestration across the entire system. Data movement, memory, networking, security, and AI acceleration must work together seamlessly, with CPUs coordinating workloads to optimize performance per watt across the system. This enables increasingly sophisticated AI while improving efficiency across the compute stack.

Industry-recognized for efficiency

We help partners deliver efficient performance across the full computing stack. And our technologies continue to demonstrate our architectural advantage.

From AWS Graviton and Google Axion to Microsoft Cobalt and NVIDIA Vera, Arm architecture is increasingly being deployed to support AI, cloud, and enterprise workloads. We strive to be the preferred partner when performance per watt, scalability, and operational efficiency are critical.

The Arm AGI CPU, which is purpose-built to support agentic AI infrastructure at a global scale, was designed to provide a faster, more integrated way to deploy the Arm platform at data center scale.

We estimate the AGI CPU can deliver more than double the performance per data center rack compared to x86 platforms, which could help operators reduce their AI data center capital expenditure by up to $10 billion per gigawatt.[1]

Efficiencies gained with Arm

More than 2x

performance per rack using Arm AGI CPU vs. x86 platforms[1].

Up to 50%

faster performance with 2x higher efficiency for NVIDIA's Vera CPU vs. x86 CPUs.

Up to 2x

better performance per watt for Google's Cloud TPU8 system vs. x86 processors.

Up to 99%

better price performance for Microsoft Cobalt 100 vs. x86 alternatives.

Up to 40%

better price performance for Arm-based AWS Graviton vs. x86 alternatives.

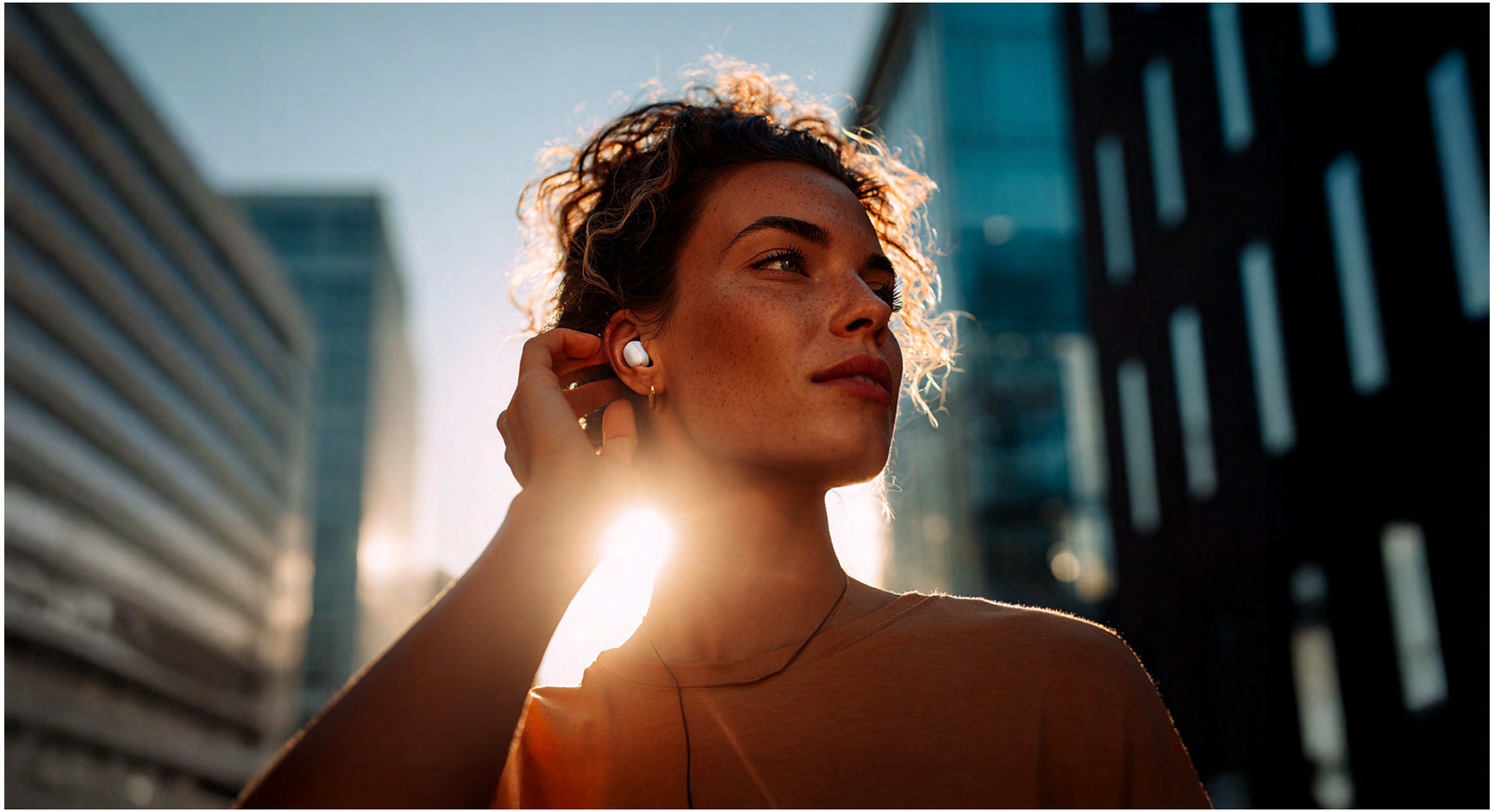
> "At Google Cloud, we are committed to delivering compute infrastructure that allows customers to maximize performance, reduce costs, and meet sustainability goals. Google's custom Axion CPUs, built on the Arm architecture, provide organizations with the energy efficiency and scalability required to support modern cloud-native and AI-driven workloads. CPU innovation with Arm's new AGI CPU can unlock a new generation of purpose-built compute capabilities across the industry."
>
> Amin Vahdat,
> SVP & Chief Technologist,
> AI Infrastructure, Google

1 Based on Arm internal estimates.

Edge AI

AI is becoming increasingly embedded in everyday products and infrastructure, delivering more intelligent, responsive, and personalized experiences. Advances in AI model efficiency and specialized computing are enabling more AI workloads to run directly on devices at the edge, rather than relying solely on cloud-based processing. This shift supports faster response times, improved privacy and security, and lower power consumption by reducing the need to transmit and process data in centralized cloud environments. Enabling AI inference at the edge expands opportunities across smartphones, PCs, wearables, vehicles, industrial equipment, healthcare devices, and smart infrastructure.

Arm is well positioned to enable this transition. Our power-efficient compute platform underpins billions of edge devices, providing the foundation for AI that balances performance with power efficiency. By combining high-performance Arm CPUs with specialized AI accelerators and software optimization technologies, our ecosystem enables developers to deploy on-device AI applications while managing energy use, latency, and cost. As AI adoption continues to grow, we believe efficient, scalable compute will be critical to supporting flexible innovation at scale.



Managing our climate impact

The technology sector continues to face increasing challenges balancing the rapid growth in AI, compute, and data center infrastructure with long-term commitments to manage emissions and the use of natural resources.

As our business and the wider technology landscape continue to evolve, we remain committed to reducing operational impacts while strengthening the quality, consistency, and credibility of our environmental reporting.

Our approach centers on:

- Acting where we can have measurable impact.
- Reducing greenhouse gas (GHG) emissions, aligned with a 1.5°C pathway.
- Reporting on progress transparently.

Greenhouse gas emissions

Arm has set targets to reduce absolute GHG emissions by 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.

Emissions Data (tCO_2e)	Baseline (FYE20)	FYE24	FYE25	FYE26
Scope 1	1,043	842	941	783
Scope 2 (market-based)	13,409	0.03	0.32	54
Scope 2 (location-based)	16,153	15,680	15,813	19,020
Scope 1 and 2 (market-based)	14,452	842	941	837
Scope 3	419,762	83,336	104,341	144,147
Total emissions	434,214	84,177	105,282	144,985
% of electricity matched to renewable sources[1]	35 %	100 %	100 %	100 %

Overall GHG emissions increased by 38.1% year-on-year, primarily reflecting growth in supplier emissions as we expanded our supplier base to support the expansion into production silicon.

At the end of FYE26, suppliers representing 77% of our procurement spend reported emissions through CDP (formerly Carbon Disclosure Project)—up from 71% in FYE25 and 59% in FYE24. This continued transparency enables more informed engagement with suppliers on climate-related topics.

During FYE26, we maintained 100% renewable electricity sourcing across our global operations. We again obtained limited assurance on our Scope 1 and Scope 2 GHG emissions data. Further information is available in our Basis of Reporting. We submit our CDP response on an annual basis.

Following our expansion into production silicon products with the Arm AGI CPU, we plan to review the metrics and targets most relevant to managing the emissions associated with our evolving business footprint.

Carbon portfolio

We continue to use carbon credits to complement emissions reductions for Scope 1, 2, and Scope 3 Category 6 (business travel) residual emissions. Our offsetting approach supports a portfolio of high-quality nature-based and carbon avoidance and removal projects, including forestry, landfill gas, soil carbon, and mineralization initiatives. During FYE26, we strengthened the governance and transparency of our carbon credit portfolio through our partnership with Patch. Further detail is included in our voluntary offsets disclosure, as required by California's Voluntary Carbon Market Disclosures Act (AB 1305).

Managing water and waste

Our environmental management approach also covers water stewardship and waste management. As growth in AI and digital infrastructure increases the focus on resource use and operational resilience across our sector, we continue to assess opportunities to improve data quality, transparency, and performance within our own operations.

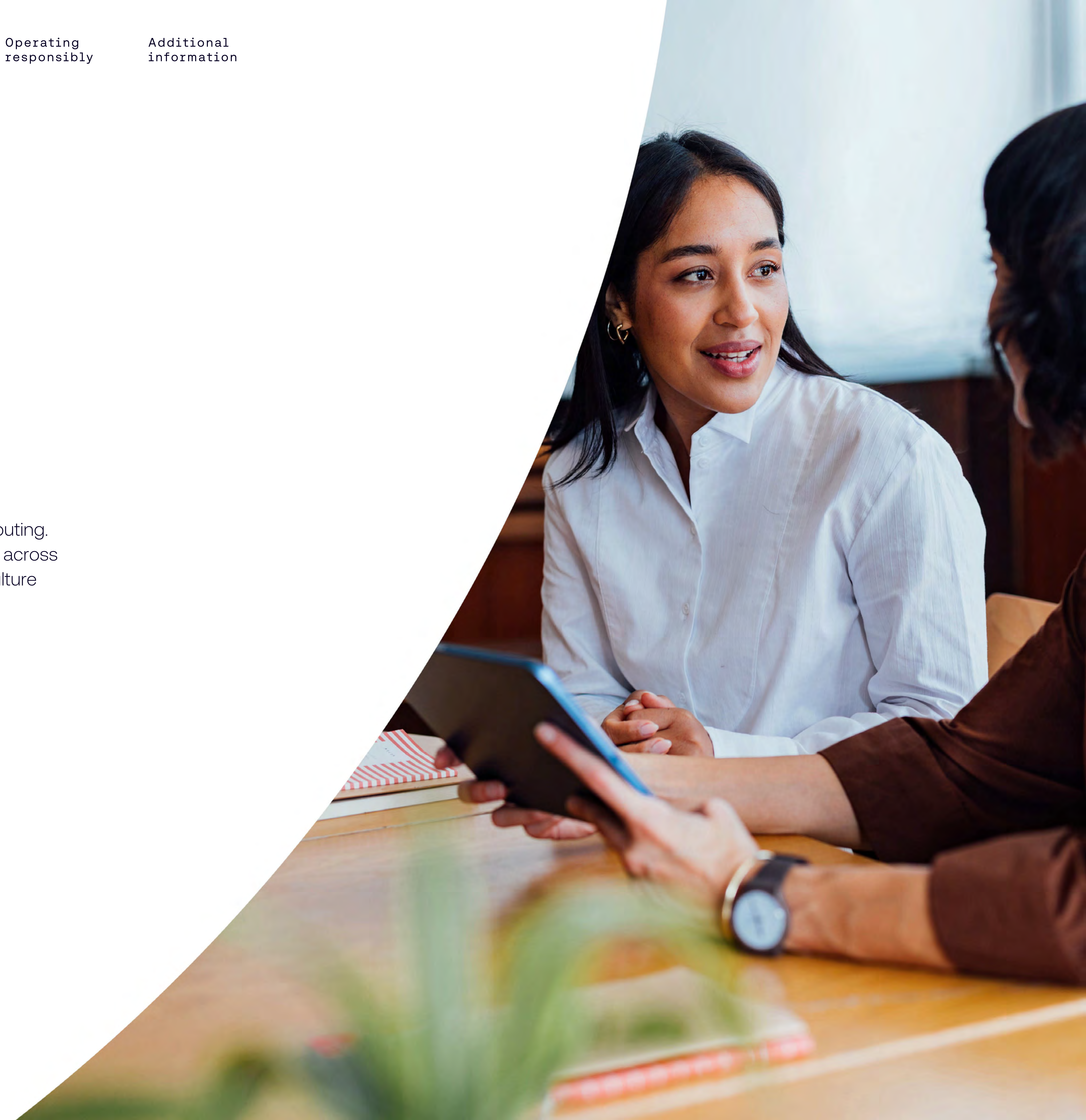
Almost all of Arm's offices and data centers are leased and have variable data availability and consistency. We continue to work with landlords, suppliers, and workplace teams to better understand resource consumption and identify opportunities for improvement as our business evolves.

1 Non-material portions of the renewable electricity volume previously reported in our FYE24 and FYE25 Sustainable Business Reports, relating to Taiwan TIGRs (0.4% and 0.67%, respectively), have subsequently been determined by the Registry Issuer Xpansiv not to meet applicable technical eligibility criteria. As these certificates were accepted under the applicable reporting requirements at the time of procurement and reporting, and the determination was made retrospectively, Arm considers the impact to be non-material and has not restated prior-year disclosures relating to renewable electricity % figures.

Empowering teams who shape tomorrow

The future of computing depends on the people who imagine, design, and deliver it. At Arm, we believe extraordinary innovation starts with extraordinary teams.

Across our global organization, we are building the capabilities needed to shape the next era of computing. That means enabling our people to grow their skills, adapt to emerging technologies, and collaborate across disciplines, perspectives, and geographies. We do this through learning, inclusive leadership, and a culture built on trust and shared purpose—empowering our people to do the best work of their careers.



Building extraordinary teams

Our People Strategy brings our North Star to life: building the future of computing on Arm, together, for everyone.

It helps us build extraordinary teams and create an environment where people can thrive, innovate, and shape what's next.

Here, we highlight how progress on culture, talent development, inclusion, reward, and community engagement is advancing our purpose.

Amplifying Arm's culture

Working at Arm brings with it a unique set of opportunities: the chance to work on technology that shapes the world, collaborate with leading experts, and contribute to a culture built on curiosity, inclusion, and impact. We know from the Life@Arm engagement survey that our people are united by our purpose and a belief in the power of technology to create positive change.

Key insights from the Life@Arm survey*

96%
of our people are proud to work for Arm.

85%
report feeling energized, equipped, and empowered to do their best work.

86%
of our people reported that they understood the 10x Mindset.

Throughout FYE26, we continued to invest in a high-challenge, high-support culture that empowers our people to thrive.

We launched and embedded our 10x Mindset, developed last year as the shared framework for a culture that accelerates Arm's evolution. Responses to Life@Arm demonstrate that these efforts created strong awareness of the behaviors we seek to cultivate with the 10x Mindset.

* 78% of Arm people responded to the survey.

Developing talent at Arm

We take an active approach to personal development, evolving the culture and skills that make our teams extraordinary.

Individual pathways are based on personalized goals and development needs, determined through the myImpact performance management process. Relevant resources are made available to our people, including instructor-led training, LinkedIn Learning, O'Reilly, Udemy Business Pro, ChatGPT, and custom AI tools.

In FYE26, we added resources for technical skills, leadership development, and embedding the 10x Mindset. For example, we:

- Created learning resources on 10x for all of our people.
- Rolled out a 10x training course specifically for people managers and tech leads.
- Integrated 10x into the myImpact process.
- Delivered 133 instructor-led technical training events, reaching more than 1,000 of our people.
- Invested in building AI confidence and capability, with technical training and access to enterprise ChatGPT.

Many of our people also pursued self-led learning opportunities. Over 1,000 users engaged through O'Reilly, for example, and 76% of eligible people activated LinkedIn Learning.

Awards

Arm has been recognized in this year's Sunday Times Best Places to Work awards with two major achievements. We were named the Technology Industry Winner for very large companies and in the Top 10 Best Very Big Places to Work in the U.K.

We were also ranked fifth in Glassdoor's U.K. Best Places to Work list, recognizing the experiences and feedback shared by our team.

Inclusion: A key enabler

Inclusion is a key part of Arm's culture. We believe diverse teams make better decisions, leading to better outcomes for Arm, our customers, and society.

Our diversity, equity, and inclusion strategy aims to cultivate a work environment where everyone feels respected, valued, and able to contribute. The steps we took to further that strategy in FYE26 include:

- Advancing diversity, equity, and inclusion across the organization through our ecosystem of dedicated inclusion and Employee Resource Groups (ERGs). Supporting our people to set goals and promote behaviors to embed inclusion in how we all work.
- Introducing the Inclusive Workplace Design Framework to help enable collaborative work environments.
- Launching the Inclusive Pathways cross-functional initiative to attract diverse talent to Arm, our sector, and science, technology, engineering, and mathematics (STEM) careers generally.

Key insights from Life@Arm survey

91%

positive sentiment across our diversity, equity, and inclusion measures.

93%

said their colleagues foster an inclusive environment.

Our diversity, equity, and inclusion work also continues to receive external recognition. Arm ERGs were again recognized by the Radius Network Global ERG Impact Report and our Inclusive Pathways initiative won the 2026 World 50 Open Doors Impact Award. Arm has also been recognized by the Disability:IN Disability Index, which awarded Arm a score of 57 out of 76 in our first year participating in the benchmark. That places Arm among the Index's World's Top Disability Inclusive Businesses.

Well-being and reward

We continuously seek to promote physical, mental, and financial well-being by offering a wide range of in-person and virtual services, supported by campaigns that raise awareness.

In FYE26, we launched our global Reward Hub so people across Arm can access all available well-being services. These services range from those within Arm to those delivered by external providers, such as the Employee Assistance Program and partnerships in specific areas like supporting people who identify as neurodiverse.

Each of our operating regions also supplements this with a range of additional benefits that are tailored to local context.

We introduced WONE, a digital well-being platform that helps our people build resilience, manage stress, and support their overall well-being. The platform combines personalized coaching with evidence-based resources and tailored recommendations to help our people develop healthy habits and sustain performance. Other well-being support includes specialist training, and a quarterly Day of Care, where everyone takes the same additional day off work to focus on their well-being. We run mental and physical health awareness campaigns throughout the year.

The Board receives regular updates on our people strategy, enabling it to oversee key initiatives and monitor progress.

Investing in workforce development

The semiconductor industry depends on access to a skilled and dynamic workforce. As demand for advanced computing and AI continues to grow, developing the next generation of that workforce requires collaboration between industry, governments, and academia.

Arm supports this effort globally, working across education and research ecosystems to help expand people's access to the skills and technologies needed for careers in computing and semiconductor design.

As a founder of the Semiconductor Education Alliance, we work across our ecosystem to help strengthen the global semiconductor talent pipeline, align education with evolving industry needs, and further increase the accessibility of practical learning and research opportunities.

Arm initiatives have:

- Expanded access to learning—our online courses have recorded more than 138,000 enrollments from learners in over 170 countries, as well as providing free teaching and learning resources for schools and universities.
- Helped shape relevant skills and curricula—we have identified the knowledge and skills new entrants to the semiconductor sector need, helping inform curriculum development in schools and universities.
- Enabled advanced research and innovation—through programs like Arm Academic Access, we provide researchers with access to Arm technology. We also support universities with more comprehensive packages designed to accelerate research and prototyping, including SoC Labs at the University of Southampton.

Together, these programs offer students and researchers hands-on experience spanning AI, compute, and systems design, helping prepare the next generation of semiconductor talent.

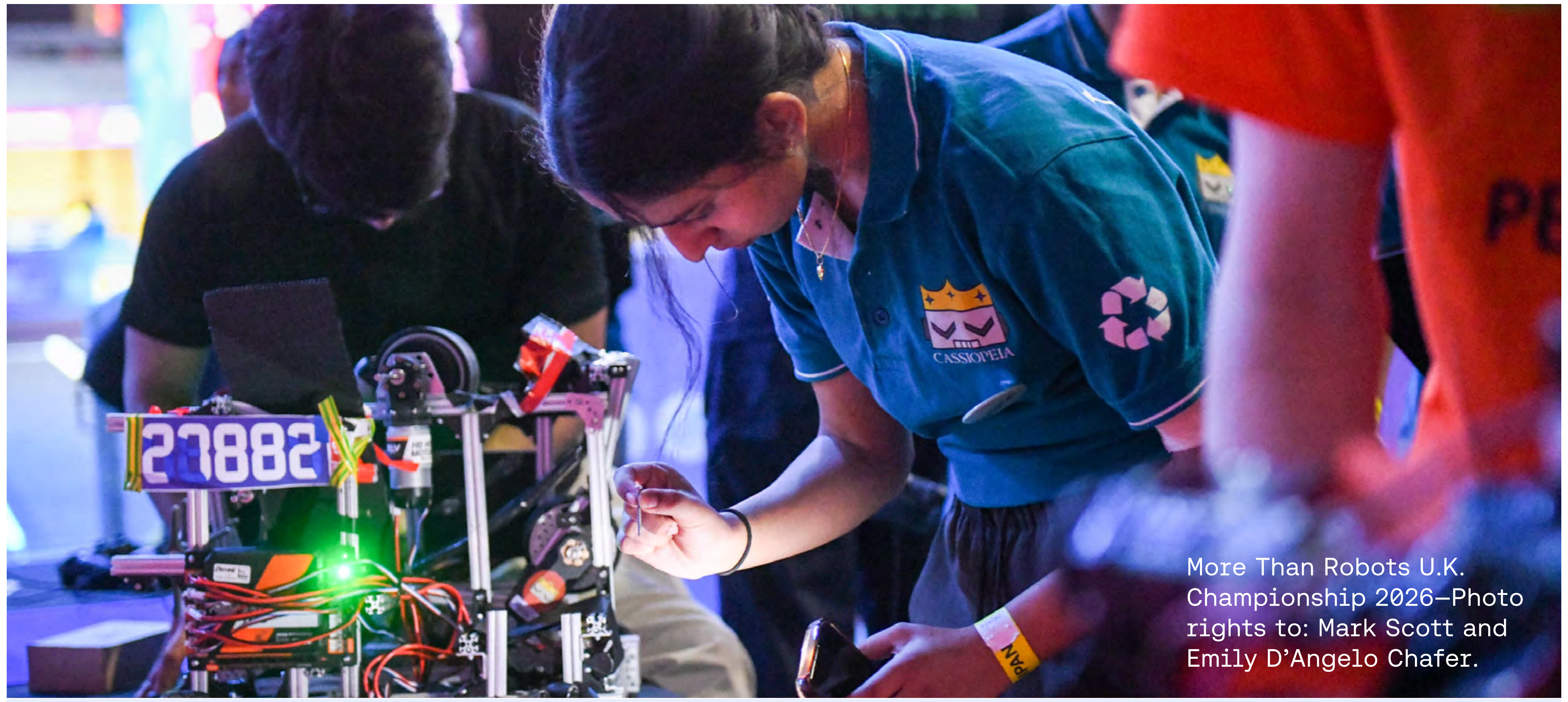
Community engagement through Team Arm

Team Arm, our global program for local community engagement, encourages our people to volunteer and fundraise for the charitable causes they care about. Anyone at Arm can use half a day of company time per month to volunteer, making a positive difference in local communities. Aligning with our purpose and impact strategy, many of these activities align individual passion and expertise with community needs.

Our priorities for FYE26 included:

- Supporting more of our people to volunteer, building on the success of our One Million Minutes campaign. In FYE26, 2,879 of our people volunteered through Team Arm.
- Expanding access to STEM education and inspiring future innovators, particularly in communities experiencing digital exclusion. Our people gave time and expertise through partners including FIRST, Uptree, Cambridge Science Centre, The Tech Interactive, and our Primary School Outreach program.
- Continuing fundraising efforts that engage our people around issues that matter to them. For example, this marked the tenth consecutive year supporting the Movember Foundation's efforts on men's health. We finished in the top 10 of the Global Movember Business Club leaderboard, out of 690 companies.

Taking an engaging, skills-based approach benefits communities, our people, and Arm. Our combined contribution of knowledge, experience, funding, and collaboration supports better long-term outcomes for individuals and communities. It also strengthens our culture, creating connections through collaboration across Arm.



More Than Robots U.K. Championship 2026—Photo rights to: Mark Scott and Emily D'Angelo Chafer.

FIRST Tech Challenge

FIRST is Team Arm's flagship charitable partner, with Arm investing in the STEM talent of the future while offering our people meaningful opportunities to share their skills, passion, and expertise with the FIRST community as volunteers. In FYE26, more than 3,000 young people from less-represented and less-advantaged backgrounds in over 200 U.K. schools took part in the robotics competition FIRST Tech Challenge. Arm funding directly supported 50 schools with reusable robotics kits and travel awards, while 54 Team Arm volunteers donated 560 hours of volunteering at FIRST events across the country.

Partnering to accelerate inclusive innovation

We believe everyone should have the opportunity to benefit from technology because technology creates its greatest value when it expands opportunity.

Arm's Social Impact and Innovation (SII) strategy brings together technology, Arm people, partnerships, and funding to help address technology-related inequalities across health, education, and climate and nature. As our world becomes increasingly digital, widening access to technology and innovation is more important than ever.

Through our partnerships, we help enable more people to participate in and benefit from innovation, expanding access to opportunity, strengthening communities, and helping preserve ecosystems around the world.

Our Social Impact and Innovation strategy

Our SII strategy extends the benefits of technology through partnerships that advance inclusive innovation across healthcare, education, and climate and nature.

We partner with organizations developing practical solutions to real-world challenges, and working to broaden access to AI and digital technologies to more people and communities. In FYE26, our collaborations demonstrated how technology can help address these challenges, and create opportunities for people and communities around the world.

Across our three focus areas, our partnerships share a common goal: expand access and create opportunity through inclusive innovation. The challenges and priorities differ in each of our three core areas.

Healthcare

Technology can help make healthcare more accessible, and enable more efficient systems and better outcomes. Our partnership with Gavi and Simprints, detailed on page 16, demonstrates this potential, applying technology to strengthen access to essential health services. In FYE26, the partnership was a finalist for Partnership of the Year at the Reuters Global Sustainability Awards.

Education

As AI and digital technologies become embedded in everyday life, access to digital skills and technology education is more important than ever. Our SII strategy helps to address gaps in access and digital skills by offering more young people opportunities to develop the skills they need to participate in an increasingly digital economy. Our founding support for the Micro:bit Educational Foundation and our role as a strategic partner in UNICEF's Tinkering with Tech and AI initiative, which builds hands-on AI and digital skills in classrooms worldwide, illustrate this approach (see page 17).

Climate and nature

We partner with innovators using technology to address climate and nature challenges, enabling promising solutions to develop and scale. Through partnerships such as WILDLABS (page 18), Arm technology and expertise can help translate innovation into real-world impact. We also partner with the Climate Collective, which brings together entrepreneurs, nonprofits, and technology leaders to accelerate climate solutions. Our support helps innovators access the funding, expertise, and collaborative networks they need to grow.

Photo rights to: Dany Samwel.

Healthcare: Efficiently bringing essential services to all

Arm's decade-long partnership with Simprints shows how power-efficient edge AI can extend healthcare to communities where connectivity and resources are limited.

Many infants cannot be reliably identified across multiple healthcare visits, leading to fragmented medical records and increasing the risk of missed vaccinations and gaps in care.

Simprints' biometric identification runs on Arm-based devices, letting a healthcare worker confirm a child's identity in seconds, even offline. Edge AI runs on power-efficient Arm-based devices, such as the low-cost smartphones used by frontline clinics. Together, they turn a reported number into what Simprints calls verified coverage: proof that a specific child received a specific service.

During FYE26, Arm supported Simprints' two-year trial in Ghana, which was deployed across 517 health facilities through our partnership with Gavi, The Vaccine Alliance. In a one-month study, Simprints improved the accuracy of its biometric identification from 55% to 84.3%, strengthening continuity of care for young children.

The partnership demonstrates how efficient edge AI can help expand access to essential healthcare services while creating a model that could be replicated in healthcare systems around the world.

In FYE26, the collaboration between Arm, Simprints, and Gavi was recognized as a finalist for Partnership of the Year at the Reuters Global Sustainability Awards.

Simprints' FYE26 verified coverage in Ghana[1]

300+

Arm-enabled devices in clinics.

28,000+

people reached in clinic program.

21,000+

of clinic program direct beneficiaries are women and girls.

AI-enabled vaccination program

The partnership also supported Ghana's malaria vaccination program in FYE26. Arm-enabled Simprints devices registered and monitored over 550,000 people, and more than 58,000 children received at least one routine vaccination, confirmed as verified coverage through the platform.

Safeguards win trust

In healthcare, verified coverage only counts if people trust the system recording it. Simprints designs for that trust from the start: privacy by design, informed consent processes, and independent AI governance, with data protection reviewed alongside the Ghana Ministry of Health and other healthcare authorities. Much of the processing happens on the device itself, keeping sensitive data closer to the point of care. The trust shows in the field: 92% of people approached agree to register. Simprints treats identity as public infrastructure to protect, which lets AI meet local healthcare needs securely and transparently.

1 Based on reporting from internal program data.

Education: Building the next generation of innovators

Arm partners with organizations including UNICEF, the Micro:bit Educational Foundation, and the Raspberry Pi Foundation to help more children and young people develop the digital skills and AI literacy needed to shape the future of computing.

As AI becomes part of everyday life, digital skills are increasingly essential. Yet millions of young people and educators still lack access to the tools, confidence, and learning opportunities needed to participate fully in the digital economy.

Through our SII strategy, we work with partners to make technology education more inclusive and accessible. By helping children and young people, especially girls, develop the skills to understand and create with AI, Arm is investing in the future talent, innovators, and ecosystem that will shape the next generation of computing.

UNICEF's Tinkering with Tech and AI

In FYE26, Arm helped expand access to inclusive, hands-on digital learning through Tinkering with Tech and AI, an initiative led by UNICEF's Global Learning Innovation Hub, and delivered in collaboration with the Micro:bit Educational Foundation and Raspberry Pi Foundation.

As a strategic partner, Arm contributes leadership, engineering expertise, and ecosystem connections that help young people and educators build the digital and AI skills they need for the future.

Following successful pilots in Honduras, Maldives, Montenegro, and Vietnam, the program is both scaling within existing country contexts and expanding to new countries, including Lao PDR and Uzbekistan.

The next phase will introduce new AI learning resources, strengthen teacher capability, and support the integration of digital and AI education into national education systems.

While remaining device agnostic, the initiative has leveraged the experience, reach, and learnings of the wider micro:bit and Raspberry Pi ecosystems across multiple countries.

Celebrating 10 years of Micro:bit

Ten years after becoming a founding partner of the Micro:bit Educational Foundation, Arm continues to inspire the next generation of engineers, innovators, and problem-solvers using the same principles that have always defined our approach: accessible technology, scalable innovation, and ecosystem collaboration.

The partnership gives young people practical experience of coding, computational thinking, and AI, equipping them with the skills to create, adapt, and innovate in an AI-enabled world.

A decade of impact

11.5m

micro:bit devices distributed globally.

70m

learners reached in 80+ countries.

Climate and nature: Accelerating conservation innovation

Arm partners with WILDLABS to help conservation innovators apply AI and emerging technologies to help protect nature. By combining funding with technical expertise and access to our ecosystem, we help promising ideas scale into practical conservation solutions.

AI, edge computing, and connected devices are creating new opportunities for environmental protection. As technologies develop at pace, however, the challenge for many organizations is accessing the funding, expertise, and partnerships needed to successfully develop and deploy them.

WILDLABS brings together conservationists, researchers, and technologists from around the world to accelerate innovation while promoting greater inclusion across the conservation technology community.

In FYE26, Arm supported WILDLABS' first International Conservation Tech Conference in Lima, Peru, bringing together global experts to share knowledge, strengthen collaboration, and develop locally led solutions.

WILDLABS Awards

Through the WILDLABS Awards, Arm provides grants alongside technical expertise, helping innovators move from ideas to impact. During FYE26, the awards supported 15 teams comprising 110 innovators across 19 countries. One winning team in Kenya received a $50,000 grant to develop an open-source, solar-powered system that helps reduce conflict between people and wildlife by deterring animals from crops and livestock.

The awards are just one of the ways WILDLABS promotes inclusion in the conservation technology community. In FYE26, 42% of supported innovators were women, reflecting WILDLABS' commitment to building a more diverse and inclusive global conservation technology community.

WILDLABS in numbers

168
innovators supported through Arm-WILDLABS initiatives.

24 teams
received WILDLABS grants.

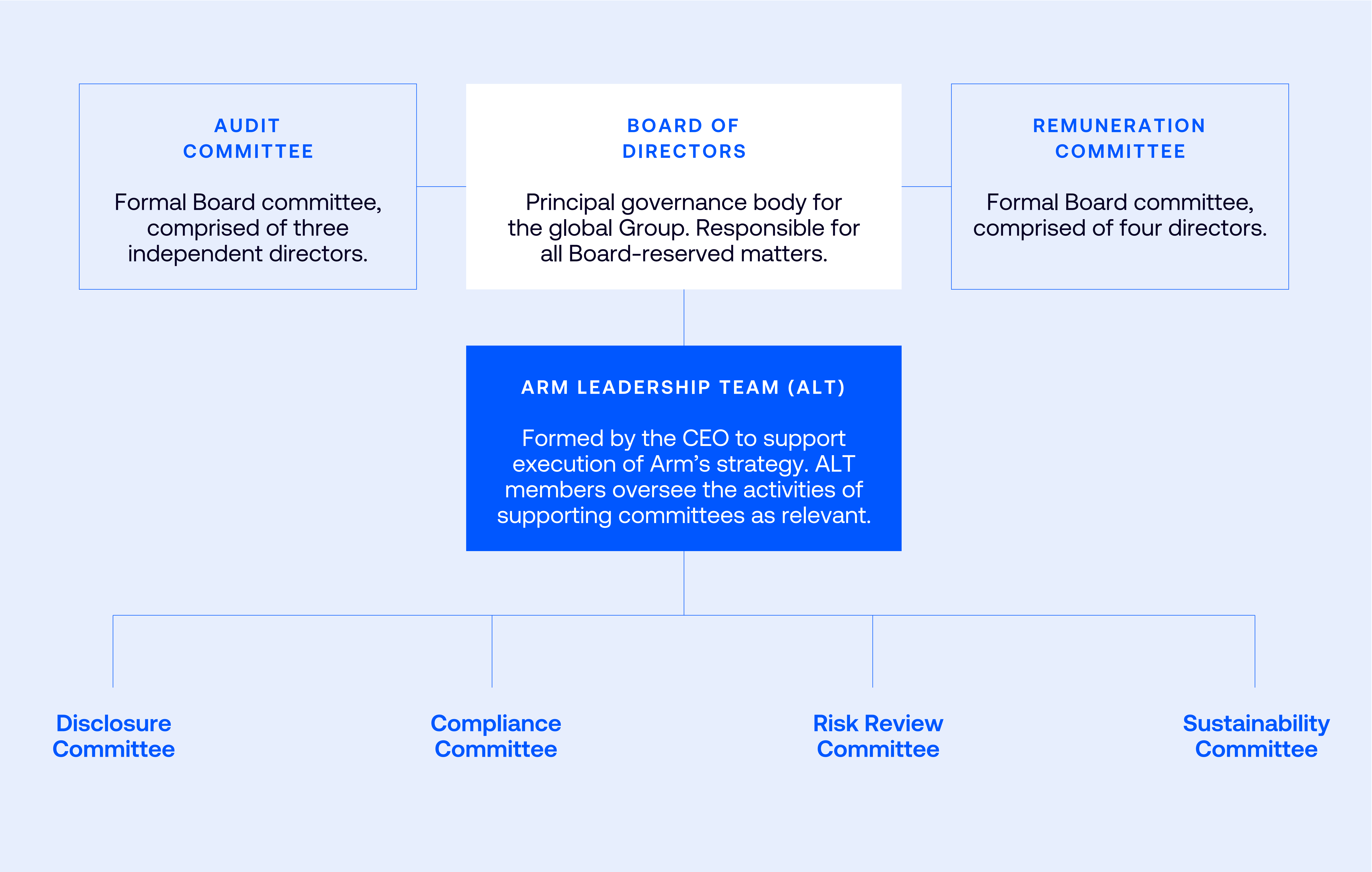
$425,000
awarded in grants.


Photo rights to: Dany Samwel

Operating responsibly

We recognize that maintaining the trust of our people, customers, partners, investors, regulators, and communities depends on operating responsibly as our business and the role of our technology continue to evolve.

During FYE26, we continued to strengthen our approach to governance, human rights, supply chains, and responsible AI, while further developing our practices to reflect our expansion into production silicon.



Governance and oversight

The Board of Directors of Arm Holdings plc (the Board) is responsible for overseeing our strategy and how it is executed, as well as the oversight of risks and financial reporting, among other things. It has two committees to assist with oversight in the following areas:

- The Audit Committee, on financial reporting, internal controls, corporate compliance, and various other risk-related matters, including ESG risks, in accordance with its charter.
- The Remuneration Committee, on evaluating the performance and setting the remuneration of our CEO, directors' remuneration, and other matters set out in its charter.

The Board delegates responsibility for day-to-day management to senior executives on the Arm Leadership Team (formerly known as the Executive Committee), retaining oversight for material matters. In all matters, the Board follows our Corporate Governance Principles and Code of Conduct (detailed below).

The Board is comprised of eight directors. They bring a range of competencies relevant to our company and the industry we operate in. These competencies support Board oversight and long-term value creation.

Arm manages conflicts of interest in accordance with our Corporate Governance Principles, Code of Conduct, and other related policies. Any conflicts of interest required to be disclosed by law are published in our Form 20-F.

Sustainability governance

The Board oversees material matters relating to sustainability, including strategy, ESG risks and opportunities, human capital management, and policies and practices relating to diversity, equity, and inclusion. The Board delegates responsibility for day-to-day management to senior executives, with Board and Audit Committee oversight retained for material matters. The Disclosure Committee oversees material public disclosures, including the Sustainable Business Report.

The Sustainability Committee, chaired by the Head of Sustainability, meets at least annually and reports to the Arm Leadership Team via the Chief People Officer.

Stakeholder engagement

Listening to and understanding stakeholders' perspectives is essential to Arm's success. We have dedicated teams who manage relationships with specific groups including communities, customers, partners, shareholders, and suppliers. Through them, we maintain regular dialogue to ensure our strategy takes account of stakeholders' views.

The Board receives regular updates from the Arm Leadership Team on stakeholder engagement activities. More detail on our approach can be found on pages 10-17 of our Annual Report.

Building trust through integrity and accountability

Our compliance program maintains the culture of integrity and accountability that is central to how we operate.

Our Code of Conduct establishes the behaviors and standards expected of everyone at Arm and supports responsible decision-making aligned with our values. It details our approach on anti-bribery and corruption, conflicts of interest, human rights, and whistleblowing, among other areas. In November 2025, we updated the Code of Conduct to incorporate Arm's 10x Mindset principles, further strengthening the connection between our culture, strategy, and ethical expectations.

Other documents and policies forming the basis of the program include:

- Supplier Code of Conduct
- Privacy Policy
- Product security and quality standards
- Environmental Policy
- Modern Slavery Statement
- Tax Strategy
- Internal policies on the use of AI

Implementation and training

Our Compliance function has day-to-day responsibility for overseeing the program, establishing standards, providing guidance, and monitoring compliance across the organization. All of our people, directors, officers, and contractors are accountable for conducting themselves in line with the Code of Conduct and applicable policies. The Compliance Committee provides governance oversight of program effectiveness, and Internal Audit provides independent assurance of our compliance controls.

All of our people, officers, and directors must complete annual compliance training, and those working in roles with higher risks receive targeted guidance and briefings.

Our people can seek guidance on implementing Arm's policies and ethical standards at any time. For advice on specific compliance questions, our people may contact their manager, compliance, legal, or the people team. Dedicated channels are also available for particular topics, including specialist inboxes for privacy and insider trading matters, and approval workflows for gifts and hospitality.

Handling concerns

Our grievance mechanisms provide channels for anyone, within or outside Arm, to raise concerns relating to workplace conduct, labor practices, compliance matters, or other issues. These mechanisms support transparency, accountability, and continuous improvement across our organization.

We promote reporting through multiple channels, including management, the people team, legal, and our confidential Report a Concern helpline. Reports may be submitted anonymously where permitted by law, and Arm prohibits retaliation against individuals who raise concerns in good faith. Where concerns are substantiated, Arm takes appropriate corrective action, which may include disciplinary measures, process or policy improvements, or additional training, to address the issue and prevent recurrence.

We regularly gather feedback from our people on our reporting channels through anonymous surveys, which assess confidence in the speak-up process and inform improvements for how we communicate and operate.

Compliance outcomes in FYE26 reflect our commitment to operating responsibly and our culture of integrity. The effectiveness of our program was also recognized externally, as we won Corporate Secretary's Best Ethics and Compliance Program award.

During the reporting period, there were no significant instances of noncompliance with laws and regulations. There were no reported anti-bribery and corruption violations, and no substantiated complaints relating to customer privacy.

The Compliance Committee and Audit Committee receive regular updates on concerns raised, investigation outcomes, and program effectiveness, supporting ongoing oversight and continuous improvement of our grievance processes.

Governing AI responsibly

AI governance is an important component of operating responsibly, especially as AI becomes more embedded across technology and day-to-day ways of working.

During FYE26, we continued to strengthen the governance structures, policies, and oversight mechanisms needed to realize our ambition of becoming an AI-native organization.

Our formal AI governance framework supports the responsible adoption, development, and use of AI across the business. It balances innovation with appropriate oversight and risk management while supporting compliance with legal, regulatory, and internal requirements. The principal features of the framework include:

- An AI Office to oversee the use of AI at Arm, provide guidance to our people, and approve new AI-related tools before use.
- A requirement that all AI tools undergo a risk-based business, security, and privacy review before deployment. This helps ensure the secure, responsible, and ethical use of AI technologies while protecting data, intellectual property, and confidential information.
- Setting permitted use cases. Our people must seek guidance from the AI Office if any proposed use falls outside the permitted list.
- Our approach on key considerations, such as human oversight, fairness, transparency, privacy, security, intellectual property protection, and respect for human rights. Our people are expected to verify AI-generated outputs for accuracy, relevance, security, and potential bias. Individuals remain accountable for decisions supported by AI technologies, ensuring that human judgment remains central to decision-making processes. If they have any concerns, our people are encouraged to seek guidance from the AI Office.

For higher-risk AI applications, we continue to develop enhanced governance and review processes, including risk assessments, escalation pathways, and oversight by the AI Office. This includes oversight of AI systems that process personal data, involve Arm information or third-party intellectual property, or support increasingly autonomous AI-enabled workflows.

As technologies and regulations evolve, we will continue to mature our AI governance framework to manage the balance between innovation and risks.

Health and safety

Arm is committed to providing a safe and healthy workplace for all our people, agents, and contractors.

During FYE26, 100% of our team and workers were covered by Arm's global Health and Safety Management System. That management system incorporates risk assessments, incident management, training, audits, emergency preparedness, and continual improvement processes across all sites. Workplace hazards are identified and managed through risk assessments, inspections, audits, and incident reporting processes.

As a predominantly office-based organization, Arm's principal workplace risks relate to slips, trips, falls, and ergonomic injuries associated with workstation use and office environments. We use preventative measures such as ergonomic assessments, workplace adjustments, occupational health support, well-being programs, and mental health resources.

Our people are encouraged to report incidents, accidents, near misses, and hazardous situations through a dedicated reporting platform. We investigate all reports and implement corrective actions where necessary. We educate teams on workplace risks and safe working practices during their initial induction and through role-specific training programs.

Supply chain

We recognize that our responsibility to uphold people's rights and help reduce environmental impacts extends into our supply chain. Meaningful progress depends on improving transparency and targeted action in our supply chain accordingly. Our Responsible Procurement Strategy aims to build resilient supplier relationships that deliver measurable impacts for people and planet.

We assess suppliers' environmental and human rights performance at various stages of the procurement lifecycle to promote adherence to the requirements of our sustainability strategy and Supplier Code of Conduct. This includes using self-assessment sustainability questionnaires for suppliers above a set spend threshold, conducting our own ESG assessments, and asking all suppliers to undertake EcoVadis assessments. Based on the insights gained, we then work closely with suppliers to support them in managing emissions.

In FYE26, we held our first ESG supplier summit, inviting our largest suppliers to join, listen, and collaborate around our environmental and social goals.

Human rights and resilience

We seek to identify, prevent, and mitigate risks, starting with the Supplier Code of Conduct. It requires compliance with all applicable laws and specifically prohibits any human trafficking, child labor, or forced labor, and discrimination or harassment based on protected characteristics. It also has provisions on worker welfare, business ethics, and environmental stewardship.

Our expansion into production silicon will bring both growth and increasing supply chain complexity. Strengthening human rights due diligence is, therefore, an important area of focus. During FYE26, we continued to enhance due diligence processes, reinforcing our ability to identify, assess, and manage social and environmental risks as the supplier landscape changes.

Assessment and due diligence

We take a risk-based approach. Our procurement teams assess social and environmental risks through category-level risk assessments and sourcing strategies. Given that approximately 80% of Arm's supply chain footprint sits within the technology category, this approach helps focus due diligence efforts on areas where potential risks may be greatest.

In FYE26, we engaged more suppliers and improved the social and environmental due diligence we complete when onboarding. Where suppliers are engaged through a formal tender process, a targeted weighting of 15% for environmental metrics is applied in the overall evaluation, and we now segment suppliers according to criticality to our business, spend levels, and category risk.

We exceeded our target for 95% of suppliers to have accepted the Supplier Code of Conduct by the end of the year. We also completed ESG assessments on suppliers representing approximately 87% of supplier spend. This provides greater visibility into the sustainability performance of our critical suppliers and supports our risk-based approach.

We use our questionnaires and assessments to identify potential impacts and raise these with the relevant Arm teams for consideration. In addition, existing suppliers representing 80% of our total procurement spend undertook an EcoVadis assessment. We also assess critical suppliers annually as part of our due diligence. If any stakeholder has concerns about a supplier, we encourage them to use the grievance process outlined earlier.

Supply chain due diligence in numbers

87%

of supplier spend covered by Arm's own ESG assessments to date.

80%

of supplier spend covered by suppliers' own EcoVadis assessments in FYE26.

Looking ahead

Our business, technologies, and supply chains will continue to evolve in a fast-moving industry. We plan to adapt our strategy, policies, and practices to support responsible operations through that evolution. In doing so, while upholding our culture of integrity, we aim to maintain stakeholder trust, strengthen organizational resilience, and contribute positively to the future of technology.

Additional information

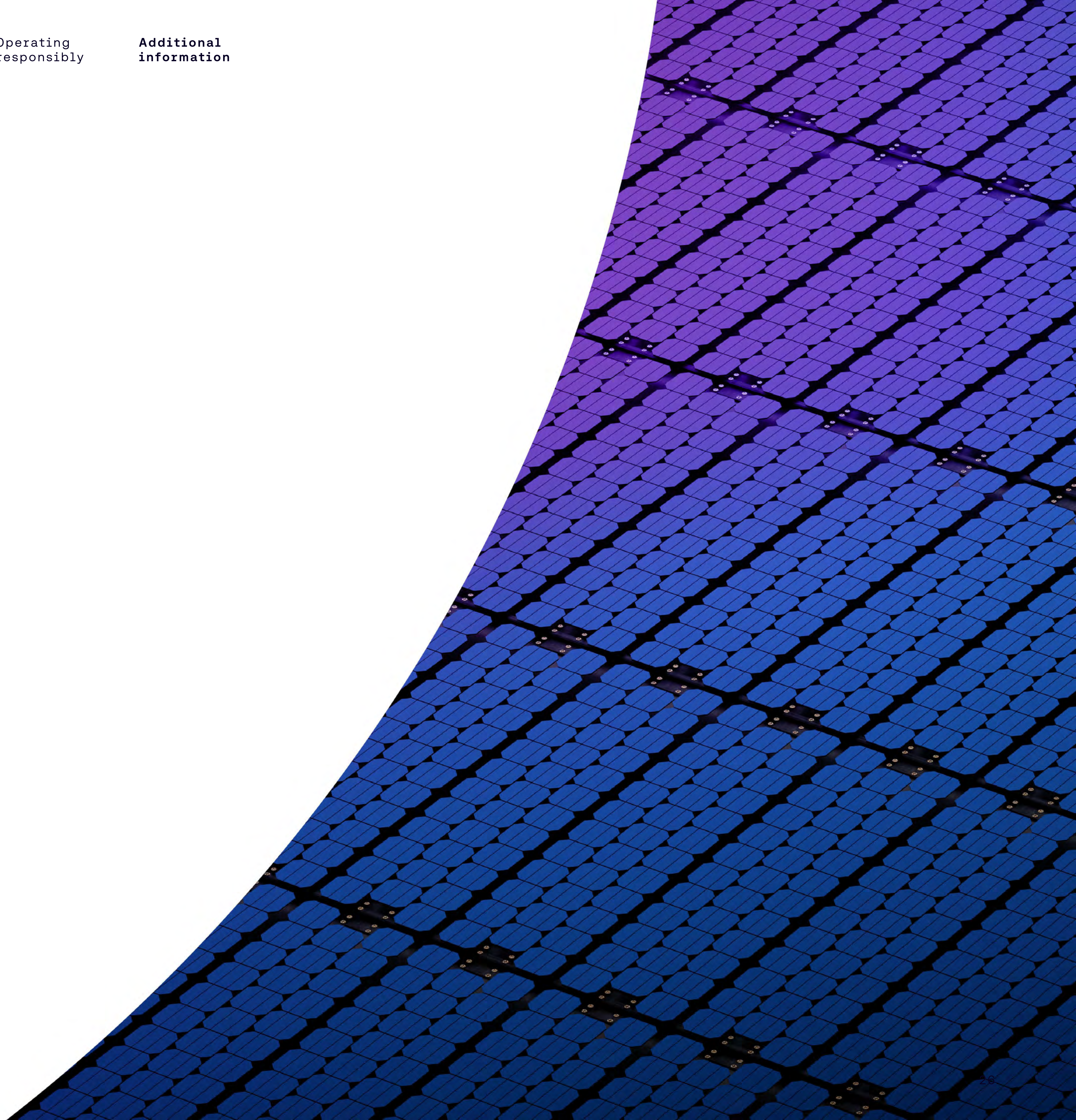
Material topics

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 at the point of completing the assessment. Arm's material topics resulting from this assessment are as follows:

Environmental	Social	Governance	Additional topics*
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		

* 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.

Data tables



Environment data

For more information on the preparation of our emissions data, please refer to the Arm Greenhouse Gas (GHG) Emissions Basis of Reporting, FYE26.

Metric	Unit	Baseline (FYE20)	FYE24	FYE25	FYE26	Notes
GHG Emissions						
Total GHG Emissions	**tCO_2e**	**434,214**	**84,177**	**105,282**	**144,985**	Includes Scope 1, 2 (Market-based), and 3.
Scope 1[1]	tCO_2e	1,043	842	941	783	
Scope 2 (location-based)[1]	tCO_2e	16,153	15,680	15,813	19,020	
Scope 2 (market-based)[1]	tCO_2e	13,409	0.03	0.32	54	
Scope 1 & 2 (market-based)	**tCO_2e**	**14,452**	**842**	**941**	**837**	
Category 1: Purchased goods and services[2]	tCO_2e	310,381	64,521	77,687	111,073	
Category 2: Capital goods	tCO_2e	73,207	2,427	4,676	10,057	
Category 3: Fuel- and energy-related activities	tCO_2e	1,825	1,195	1,170	1,733	
Category 5: Waste generated in operations	tCO_2e	7,861	1,178	1,106	1,132	
Category 6: Business travel	tCO_2e	21,571	9,325	13,711	12,556	
Category 7: Employee commuting and homeworking	tCO_2e	4,917	4,689	5,991	7,597	
Scope 3 Total	**tCO_2e**	**419,762**	**83,336**	**104,341**	**144,147**	
Scope 1, 2 and 3 emissions intensity per unit of revenue[1]	tCO_2e/revenue	0.00023	0.00003	0.00003	0.00003	
Scope 1, 2 and 3 emissions intensity per full-time equivalent (FTE)[1]	tCO_2e/FTE	54	10	10	11	
Total GHG emissions intensity[2]	tCO_2e/revenue	0.00024	0.00003	0.00003	0.00003	
Energy						
Total energy consumption within the organization[3]	MWh	50,281	59,712	61,819	75,123	Includes electricity, gas, and district heating (all years), plus geothermal (FYE25–26) and diesel (FYE26).
Renewable electricity consumption as a % of total consumption	%	35	100	100	100	
Total fuel consumption within the organization from nonrenewable sources[3]	MWh	543	618	525	436	
Total fuel consumption within the organization from renewable sources	MWh	5,138	3,969	4,615	3,818	
Total electricity consumption	MWh	44,600	55,125	56,619	70,597	
Total heating consumption	MWh	0.00	0.17	60	272	
Energy intensity[4]	MWh/FTE	6	7	6	6	
Water						
Water consumption	cubic meters	30,588	35,532	29,770	39,129	Baseline is FYE21.

1 Information on assurance process for total Scope 1 and 2 emissions can be found in the FYE26 Limited Assurance Statement.
2 Restatement of the FYE24 Purchased goods and services figure, and associated Scope 3 category and intensity metrics, to align with the methodology update applied to Arm's overall Scope 3 and total footprint figures in FYE25 reporting.
3 Restatement of the FYE25 Total energy consumption within the organization from nonrenewable sources figure. The FYE25 figure is 524.92 MWh, not 534.01 MWh, following exclusion of district heating, which had been incorrectly included in this metric in prior reporting.
4 Arm's energy use sources are natural gas, electricity, diesel (1.44 MWh), 214.13 MWh of district heating, and 57.54 MWh of Geothermal. Total energy consumption in FYE26 was 75,123 MWh.

People data[1]

Totals

Total Employees	
FYE26	12,895
FYE25	10,656

Total Established Employees[1]	
FYE26	9,584
FYE25	8,330

Total Fixed-Term Employees	
FYE26	188
FYE25	190

Total External Employees	
FYE26	3,123
FYE25	2,136

Total Engineering Established Employees	
FYE26	8,058
FYE25	6,943

Total Nonengineering Established Employees	
FYE26	1,526
FYE25	1,387

Established employees[2]

Total Established by Age Group

Year	<21	21-30	31-40	41-50	51-60	61-70	70+	Total
FYE26	29	2,531	3,298	2,433	1,091	192	10	9,584
FYE25	23	2,191	2,829	2,147	963	169	8	8,330

Total Established by Gender

Year	Male	Female	Other/Unknown	Total
FYE26	7,561	1,929	94	9,584
FYE25	6,599	1,672	59	8,330

Total Established by Region

Year	Asia Pacific	EMEA	India	U.S. and Canada	Total
FYE26	176	5,508	1,829	2,071	9,584
FYE25	149	4,922	1,525	1,734	8,330

External employees[3]

Total Externals by Gender

Year	Male	Female	Other/Unknown	Total
FYE26	420	91	2,612	3,123
FYE25	328	117	1,691	2,136

Total Externals by Region

Year	Asia Pacific	EMEA	India	U.S. and Canada	Total
FYE26	294	1,215	1,108	506	3,123
FYE25	271	1,082	442	341	2,136

1 Data as at March 31, 2026.
2 Established employee is defined as employees with a contract for an indeterminate period for full-time or part-time work.
3 Externals 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	U.S. and Canada	Total
FYE26	36	853	529	578	1,996
FYE25	28	724	460	424	1,636

New Starters Breakdown by Age Group

Year	<21	21-30	31-40	41-50	51-60	61-70	70+	Unknown	Total
FYE26	16	740	669	377	164	25	5	—	1,996
FYE25	14	681	489	319	117	15	—	1	1,636

New Starters Breakdown by Gender

Year	Male	Female	Other/Unknown	Total
FYE26	1,556	399	41	1,996
FYE25	1,254	344	38	1,636

Leavers

Leavers Breakdown by Region

Year	Asia Pacific	EMEA	India	U.S. and Canada	Total
FYE26	12	289	220	150	671
FYE25	8	215	84	93	400

Leavers Breakdown by Age Group

Year	<21	21-30	31-40	41-50	51-60	61-70	70+	Unknown	Total
FYE26	0	121	191	181	132	42	4	—	671
FYE25	0	81	115	90	71	36	4	3	400

Leavers Breakdown by Gender

Year	Male	Female	Other/Unknown	Total
FYE26	520	147	4	671
FYE25	304	90	6	400

Full-time, part-time, and fixed-term[1] employees

Total Full-Time Employees by Gender

Year	Male	Female	Other/Unknown	Total
FYE26	7,440	1,871	94	9,405

Total Part-Time Employees by Gender

Year	Male	Female	Other/Unknown	Total
FYE26	121	58	0	179

Total Fixed-Term Employees by Gender

Year	Male	Female	Other/Unknown	Total
FYE26	130	48	10	188
FYE25	123	55	12	190

Total Full-Time Employees by Region

Year	Asia Pacific	EMEA	India	U.S. and Canada	Total
FYE26	176	5,344	1,828	2,057	9,405

Total Part-Time Employees by Region

Year	Asia Pacific	EMEA	India	U.S. and Canada	Total
FYE26	0	164	1	14	179

Total Fixed-Term Employees by Region

Year	Asia Pacific	EMEA	India	U.S. and Canada	Total
FYE26	1	111	70	6	188
FYE25	1	125	60	4	190

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

Management level

Total Management Level by Gender

Year	Male	Female	Other/Unknown	Total
Individual contributor	5,941	1,602	88	7,631
Management	960	198	2	1,160
Senior management	660	129	4	793

Total Management Level by Age Group

Management level	<21	21-30	31-40	41-50	51-60	61-70	70+	Unknown	Total
Individual contributor	29	2,495	2,747	1,506	701	143	10	—	7,631
Management	0	36	470	507	135	12	0	0	1,160
Senior management	0	—	81	420	255	37	0	0	793

Employee engagement

Employee Engagement Survey Results	FYE26	FYE25
Percentage of global employees who completed the engagement survey.	78%	85%
Percentage of people who are proud to work for Arm.	96%	95%
Percentage of people who said their colleagues foster an inclusive environment.	93%	91%
Percentage of people who understand how their work contributes to Arm's strategy.	95%	96%
Overall sustainable engagement score, which indicates the degree to which people are motivated, enabled, and energized to deliver their best work.	85%	84%

Social impact

Volunteering–Team Arm	FYE26	FYE25
Amount raised via the Arm Giving Hub.	$225,733	$279,524
Number of colleagues making donations via the Giving Hub.	2,081	1,840
Number of colleagues volunteering.	2,879	1,888
Number of hours volunteered.	15,125	16,395
Number of causes supported.	1,020	1,101
Percentage of colleagues who have made a donation and/or tracked volunteering time via Giving Hub.	37%	30.9%

Social impact–Overall reach of Arm SII partnerships[1]	FYE26	FYE25
People reached directly since 2015 (cumulative).[2]	19.1m	6.9m
People reached indirectly since 2015 (cumulative).	216.7m	101.6m
People reached by innovations catalyzed by social impact and innovation partnerships since 2015 (cumulative).	887.0m	820.2m

Education impact	FYE26	FYE25
Cumulative number of enrollments in free online Arm courses in computer engineering and informatics.	138,879	109,046
Number of institutional members of the Semiconductor Education Alliance, an Arm-led initiative to address the sector's skills gap through education initiatives.	40	30

1 Defined as follows:
Direct reach: Defined by a first degree of engagement and/or participation in Arm-funded programs. Impact that would not have been possible without Arm's support.
Indirect reach: Beneficiaries one degree removed from the direct action or intervention. Impact that would have been unlikely without Arm's support.
Catalyzed reach: Broader reach of initiatives to which Arm contributed support along with other stakeholders and cannot be attributed to Arm's support alone.

2 Direct reach increased significantly in FYE26 as several long-term partnerships reached sufficient maturity to begin reporting measurable beneficiary reach at scale. These partnerships have evolved over several years from early-stage innovation and technology development into implementation, enabling partners to report impact that was not measurable in previous years. The calculation methodology remained consistent year-on-year, and this year's figure reflects Arm's sustained engagement with these partners.

Global Reporting Initiative (GRI) index

GRI 1: Foundation 2021

GRI Standard Disclosure	Location/Response	Omissions
GRI 2: General Disclosures 2021		
2-1 Organizational details	Headquarters location: Cambridge, United Kingdom FYE26 Sustainable Business Report — About this report, page 4. FYE26 Form 20-F, cover page and page 65. Global offices.	
2-2 Entities included in the organization's sustainability reporting	This report applies to the Arm Holdings plc group of companies, consistent with Arm's financial reporting boundary. FYE26 Form 20-F — Exhibit 8.1 and Notes to Consolidated Financial Statements, pages 134-135. FYE26 Sustainable Business Report — About this report, page 4.	
2-3 Reporting period, frequency and contact point	Published September 2026. Reporting frequency: annual. Sustainability@arm.com FYE26 Sustainable Business Report — About this report, page 4.	
2-4 Restatements of information	During FYE26, Arm made the following restatements to previously reported environmental data, as set out in the footnotes to the Environment data table: Restatement of the FYE24 Purchased goods and services figure, and associated Scope 3 category and intensity metrics, to align with the methodology update applied to Arm's overall Scope 3 and total footprint figures in FYE25 reporting. Restatement of the FYE25 Total energy consumption within the organization from nonrenewable sources figure. The FYE25 figure is 524.92 MWh, not 534.01 MWh, following exclusion of district heating, which had been incorrectly included in this metric in prior reporting. FYE26 Sustainable Business Report — Environment data, page 27.	
2-5 External assurance	Arm seeks limited assurance on its Scope 1 and Scope 2 GHG emissions, managed through the Sustainability team without further governance body involvement. In FYE26, Arm obtained an external limited assurance review with RSM UK Risk Assurance Services LLP, an independent third-party assurance provider, conducted to the International Standard on Assurance Engagements (ISAE) 3000/3410, of our Scope 1 (excluding refrigerant gases) and Scope 2 emissions. FYE26 Assurance Statement. FYE26 Sustainable Business Report — Managing our climate impact, page 9, Environment data, page 27.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 2: General Disclosures 2021		
2-6 Activities, value chain and other business relationships	FYE26 Form 20-F — Business Overview, pages 55-65. FYE26 Sustainable Business Report — About Arm and FYE26 highlights, page 3.	
2-7 Employees	Data is reported in headcount as at March 31, 2026. Arm's employee categories are: established employees (permanent, indeterminate contracts) and fixed-term employees (temporary, limited-period contracts). Arm does not employ workers on nonguaranteed hours contracts. FYE26 Sustainable Business Report — People data, pages 28-30	
2-8 Workers who are not employees	Data is reported in headcount as at March 31, 2026. Arm engages external contractors whose work is controlled by the organization. The most common type are technology and professional services contractors engaged directly or through staffing agencies, performing engineering, software development, and business support work. FYE26 Sustainable Business Report — People data, pages 28-30.	
2-9 Governance structure and composition	Arm's Board of Directors has two standing committees: an Audit Committee and a Remuneration Committee. The Audit Committee is responsible for reviewing and discussing with management the scope and quality of Arm's ESG metrics and public disclosures, sustainability strategy, and ESG risks. Approval of Arm's material ESG metrics and public disclosures, sustainability strategies, ESG risks and opportunities, Human Capital Management, and Diversity, Equity and Inclusion policies are reserved matters requiring Board approval. Board of Directors. Corporate Governance Principles (July 2024). FYE26 Form 20-F — Directors, Senior Management and Employees, pages 83-87 and Composition of our Board of Directors and Committees of our Board of Directors, pages 109-111. Arm Holdings 2026 Annual Report, pages 35-45.	
2-10 Nomination and selection of the highest governance body	Corporate Governance Principles (July 2024), Section I (Board Role, Composition and Structure). FYE26 Form 20-F — Directors, Senior Management and Employees, pages 83-87 and Composition of our Board of Directors and Committees of our Board of Directors, pages 109-110. Arm Holdings 2026 Annual Report, pages 35-45. FYE26 Sustainable Business Report — Operating responsibly, page 19.	
2-11 Chair of the highest governance body	The Chair of the Board of Directors is a non-executive director. FYE26 Form 20-F — Directors, Senior Management and Employees, pages 83-87.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 2: General Disclosures 2021		
2-12 Role of the highest governance body in overseeing the management of impacts	Arm's Board of Directors oversees sustainable development-related matters through its reserved authority to approve Arm's material ESG metrics and public disclosures, sustainability strategies, and ESG risks and opportunities. The Board also approves human capital management and diversity, equity, and inclusion policies, and related practices. These responsibilities sit within a broader governance framework in which directors are expected to promote Arm's success while having regard to key stakeholders, including shareholders, the workforce, customers, suppliers, partners, and society. FYE26 Sustainable Business Report — Operating responsibly, page 19. Corporate Governance Principles (July 2024). FYE26 Form 20-F — Directors, Senior Management and Employees, pages 83-87 and Composition of our Board of Directors and Committees of our Board of Directors, pages 109-111. Arm Holdings 2026 Annual Report, pages 35-45.	
2-13 Delegation of responsibility for managing impacts	The Board delegates certain day-to-day management responsibility to senior executives, with Board and committee oversight retained for material matters. Senior executives are responsible for managing the processes that identify, assess, and manage Arm's sustainability-related impacts, risks, and opportunities. The Disclosure Committee oversees material public disclosures, including the Sustainable Business Report. An ESG disclosure subcommittee, which is cross-functional and reports into the Disclosure Committee, meets periodically throughout the fiscal year. The Sustainability Committee, chaired by the Head of Sustainability, meets at least annually and reports to the Arm Leadership Team via the Chief People Officer. Senior management meets with the Board at least quarterly, and with the Audit Committee at least twice each quarter. The Remuneration Committee meets on an as-needed basis and has a working group of directors that meets as needed. Meeting agendas are developed by the CEO and Chief Legal Officer to help enable directors to fulfill their oversight obligations and governance duties, including those relating to Arm's impacts on the economy, environment, and people. FYE26 Sustainable Business Report — Operating responsibly, pages 19-20.	
2-14 Role of the highest governance body in sustainability reporting	The Board of Directors reviews and approves Arm's material ESG metrics and public sustainability disclosures. The Audit Committee supports this oversight by reviewing and discussing with management the scope and quality of ESG metrics and disclosures, sustainability strategy, and ESG risks. The Board reviews the Sustainable Business Report prior to publication. FYE26 Sustainable Business Report — Operating responsibly, pages 19-20.	
2-15 Conflicts of interest	We are not required to disclose conflicts of interest. We are a controlled company, and disclose certain related party transactions as required by law. Corporate Governance Principles (July 2024), Sections I.2, I.9, and I.10. FYE26 Form 20-F — Major Shareholders and Related Party Transactions, pages 112-121; Directors, Senior Management and Employees, pages 83-87 (director affiliations).	
2-16 Communication of critical concerns	Critical concerns are communicated to Arm's highest governance body through established governance and escalation processes. Further information on any critical concern would be disclosed in Arm's Form 20-F. FYE26 Form 20-F	
2-17 Collective knowledge of the highest governance body		Further information on collective knowledge of the highest governance body on sustainable development is not currently available.

GRI Standard Disclosure	Location/Response	Omissions
GRI 2: General Disclosures 2021		
2-18 Evaluation of the performance of the highest governance body	Arm's Corporate Governance Principles provide for the Board to establish a process for an annual performance evaluation of the Board, its committees, and each director, including candid and constructive feedback on director and committee performance. Corporate Governance Principles (July 2024), Section II.6.	
2-19 Remuneration policies	FYE26 Form 20-F — Directors, Senior Management and Employees, pages 87-109. Arm Holdings 2026 Annual Report, pages 48-58.	
2-20 Process to determine remuneration	Arm Holdings 2026 Annual Report, pages 48-58. Remuneration Committee Charter.	
2-21 Annual total compensation ratio	Arm Holdings 2026 Annual Report, pages 65-66.	
2-22 Statement on sustainable development strategy	FYE26 Sustainable Business Report — Message from our CEO, page 2.	
GRI 2: General Disclosures 2021		
2-23 Policy commitments	Arm's policy commitments formally address responsible business conduct across its activities and business relationships. The authoritative intergovernmental instruments that Arm's commitments reference include the Universal Declaration of Human Rights (referenced in the Modern Slavery Statement) and the principles of the United Nations Global Compact, of which Arm is a participant member. The UN Global Compact asks companies to meet fundamental responsibilities across human rights, labor, environment, and anti-corruption. Arm's Code of Conduct, Modern Slavery Statement, and Supplier Code of Conduct expressly commit Arm to respecting internationally recognized human rights, including those set out in the Universal Declaration of Human Rights. Arm's participation in the UN Global Compact reinforces these commitments. Arm gives particular attention to the prohibition of child labor in its policy commitments and supply chain expectations, as reflected in its Modern Slavery Statement and Supplier Code of Conduct. These commitments apply to 100% of Arm's activities and business relationships. Arm's policy commitments are publicly available on Arm.com: Code of Conduct, Modern Slavery Statement, Supplier Code of Conduct, Privacy Policy. Arm communicates its policy commitments to workers, business partners, and other relevant parties through the Code of Conduct, the Supplier Code of Conduct, compliance training programs, the employee handbook, Arm's corporate website, and the FYE26 Sustainable Business Report. All employees are required to complete annual compliance training covering the Code of Conduct and related policies. FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20.	
2-24 Embedding policy commitments	Code of Conduct (FYE26). FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20.	
2-25 Processes to remediate negative impacts	FYE26 Sustainable Business Report — Handling concerns, page 21.	
2-26 Mechanisms for seeking advice and raising concerns	Concerns are reported and reviewed through established case management and investigation processes. FYE26 Sustainable Business Report — Handling concerns, page 21.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 2: General Disclosures 2021		
2-27 Compliance with laws and regulations	FYE26 Sustainable Business Report — Handling concerns, page 21.	
2-28 Membership associations	Semiconductor Industry Association, TechUK, TechWorks, Digital Europe, INSIDE Industry Association, Coalition for Sustainable AI, Semiconductor Education Alliance.	
2-29 Approach to stakeholder engagement	Arm engages with stakeholders that are relevant to its business, operations, strategy, value chain, and sustainability impacts. These include shareholders, employees/people, suppliers, customers, investors, partners, governments, local communities, and nongovernmental organizations. Arm identifies these stakeholder categories based on the groups with which it has relationships, those that may be affected by its activities, and those with an interest in its strategy, products, governance, operations, workforce, value chain, and sustainability performance. Arm's 2026 Annual Report identifies these key stakeholder groups and describes engagement as part of the Board's consideration of stakeholder interests in decision-making. Arm engages stakeholders to understand their views and consider them in business decisions, strategy, and sustainability activities. This engagement supports the Board's section 172 duty to promote Arm's long-term success while having regard to stakeholder interests, communities, and the environment. Arm seeks to ensure meaningful engagement by tailoring its approach to each stakeholder group and maintaining regular dialogue through the teams and channels responsible for those relationships. The insights gained from stakeholder engagement are considered in Arm's decision-making and support the Board's section 172 duties. Arm Holdings 2026 Annual Report, pages 10-17.	
2-30 Collective bargaining agreements	As at March 31, 2026, 474 employees are covered by collective bargaining agreements, all located in France, where agreements apply to all Arm employees in that country. For employees not covered by collective bargaining agreements, working conditions, and terms of employment are determined in accordance with Arm's 10x Mindset, Code of Conduct, statutory requirements in the relevant country, and market practice. These working conditions are not determined based on collective bargaining agreements covering Arm's other employees or those from other organizations.	
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	FYE26 Sustainable Business Report — Material topics, page 25.	
3-2 List of material topics	FYE26 Sustainable Business Report — Material topics, page 25.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 201: Economic Performance 2016		
3-3 Management of material topics	Arm's economic performance is governed through its financial reporting processes and Board oversight of financial results, strategy, and capital allocation. Financial information is reported in accordance with U.S. GAAP in the FYE26 Form 20-F, and in accordance with IFRS in the Arm Holdings 2026 Annual Report.	Further information on the management of economic performance impacts is not currently available.
201-1 Direct economic value generated and distributed	Arm's consolidated revenues, operating expenses, and net income for FYE26 are provided in the Consolidated Income Statements in the FYE26 Form 20-F, page 127. Additional components of economic value distributed, including employee wages and benefits, payments to government by country, and community investments, are provided in the FYE26 Form 20-F, pages 152, 168-174 and 178, and in the FYE26 Sustainable Business Report Social Impact data.	
GRI 201: Economic Performance 2016		
201-2 Financial implications and other risks and opportunities due to climate change	Arm Holdings 2026 Annual Report, pages 18-27.	
201-3 Defined benefit plan obligations and other retirement plans	FYE26 Form 20-F, page 180, FN 19.	Specific contribution percentages by plan and country, and employee participation rates, are not currently disclosed in this format.
201-4 Financial assistance received from government	FYE26 Form 20-F, page 149.	
GRI 205: Anti-corruption 2016		
3-3 Management of material topics	Arm manages business conduct through a comprehensive Ethics and Compliance program designed to promote ethical decision-making, compliance with applicable laws, and adherence to the Code of Conduct. The Code of Conduct establishes the standards expected of all individuals subject to it and is supported by policies, procedures, and governance processes covering areas such as anti-bribery and corruption, conflicts of interest, gifts and hospitality, trade compliance, and other compliance risks. All employees are required to complete annual compliance training, and targeted guidance and briefings are provided to employees undertaking business activities in new, higher-risk, or otherwise sensitive jurisdictions. Compliance risks are monitored through a range of oversight mechanisms, including review of gifts and hospitality disclosures, employee reporting channels, investigations, governance forums, and periodic reporting to senior management and oversight committees. The program is overseen through established governance structures, including the Compliance Committee, Audit Committee, and other cross-functional forums as appropriate. Program reach and outcomes are reported under 205-2 and 205-3 below. FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20. FYE26 Sustainable Business Report — Operating responsibly, page 19.	A description of corruption-related impacts and how stakeholder engagement has informed the program is not currently presented in this format.
205-1 Operations assessed for risks related to corruption	As at March 31 2026, Arm assessed the totality of its operations for corruption-related risks as part of its corruption risk assessment process. FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20.	
205-2 Communication and training about anti-corruption policies and procedures	Anti-corruption policies and procedures, as set out in the Code of Conduct, have been communicated to 100% of governance body members. The Code of Conduct is provided to the Board of Directors each year, together with material changes to relevant policies. Anti-corruption policies and procedures have been communicated to 100% of employees. All employees are required to complete annual compliance training covering the Code of Conduct and related policies. Arm communicates its anti-corruption expectations to business partners through the Supplier Code of Conduct. FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20.	Breakdowns by employee category and region are not currently available, consistent with system limitations noted elsewhere in this report (see GRI 404-1).
205-3 Confirmed incidents of corruption and actions taken	Arm complies with applicable anti-corruption laws and reporting requirements. FYE26 Sustainable Business Report — Handling concerns, page 21.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 207: Tax 2019		
3-3 Management of material topics	Arm Group Tax Strategy FYE26.	
207-1 Approach to tax	Arm Group Tax Strategy FYE26.	
207-2 Tax governance, control, and risk management	Arm Group Tax Strategy FYE26.	
207-3 Stakeholder engagement and management of concerns related to tax	Arm Group Tax Strategy FYE26.	
207-4 Country-by-country reporting		The company has omitted the jurisdiction-level information under GRI 207-4 due to confidentiality constraints. Public disclosure of detailed jurisdictional revenue, profit, tax, and other financial information could reveal market-specific economics and operating information at a level below the company's externally reported segments. The company provides tax information through its audited financial statements and complies with applicable country-by-country reporting and other tax transparency requirements.
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. Arm is subject to the U.K. Streamlined Energy and Carbon Reporting (SECR) requirements and the U.K. Energy Savings Opportunity Scheme (ESOS). FYE26 Sustainable Business Report — Managing our climate impact, page 9. FYE26 Sustainable Business Report — Environment data, page 27. Arm Environmental Policy Statement.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Arm's energy consumption comprises electricity, natural gas, district heating, and geothermal energy used across its operational estate. Total energy consumption in FYE26 was 75,122.50 MWh. Arm procures 100% of its electricity from renewable sources through a combination of renewable energy tariffs and Renewable Electricity Certificates. Arm does not produce or sell electricity, heating, cooling, or steam. A full breakdown of consumption by energy type is not available, as in many cases this information is held by landlords and facility operators rather than Arm directly. FYE26 Sustainable Business Report — Managing our climate impact, page 9. FYE26 Sustainable Business Report — Environment data, page 27. Arm Greenhouse Gas (GHG) Emissions Basis of Reporting FYE26.	
302-2 Energy consumption outside of the organization		Energy consumption outside of the organization is not currently tracked or reported. Arm's operational boundary covers its owned and leased estate only. Energy consumed in its value chain is not quantified separately from Scope 3 GHG emissions reporting.
302-3 Energy intensity	FYE26 Sustainable Business Report — Environment data, page 27.	
302-4 Reduction of energy consumption	Arm implements energy efficiency measures including the procurement of renewable electricity and operational energy efficiency improvements within its facilities. Energy consumption reductions are calculated against an FYE20 baseline using absolute office and data center consumption data aggregated in megawatt hours. Energy types covered include electricity, natural gas, district heating, and geothermal.	The amount of energy consumption reduction attributable to individual conservation and efficiency initiatives is not currently quantifiable and is therefore not available.
302-5 Reductions in energy requirements of products and services		In FYE26 Arm only licensed processor IP rather than manufacturing or selling physical products. Reductions in the energy requirements of sold products and services in the sense required by this disclosure are not currently measured or reported for FYE26.
GRI 303: Water and Effluents 2018		
3-3 Management of material topics	Arm's operations require water primarily for normal office use, including sanitation, drinking water, small kitchens, and HVAC. Arm operates predominantly from leased facilities and does not directly manage or control water supply, wastewater, or discharge infrastructure across most of its estate. Water-related activities are generally managed by landlords, facility operators, and other third parties. Arm has no known significant impacts on water as a shared resource arising from its operations, and does not currently maintain water-related goals or targets. Arm continues to review its environmental data collection processes to support future reporting on water stewardship as appropriate. FYE26 Sustainable Business Report — Managing water and waste, page 9. Arm Environmental Policy Statement.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Arm's interactions with water are limited to normal office use across its global leased estate, including sanitation, drinking water, small kitchens, and HVAC systems. Arm does not withdraw water directly from surface water, groundwater, or other natural sources, and does not discharge wastewater directly to receiving waterbodies. Water supply and wastewater services across most of Arm's estate are provided by landlords, facility operators, and utility providers. Arm has no known significant water-related impacts arising from its operations. Arm maintains equipment and appliances within its direct control in good working order through proactive maintenance programs. Where facilities are leased, Arm works with landlords to ensure utilities are maintained to an appropriate standard. Arm does not currently maintain water-related goals or targets. FYE26 Sustainable Business Report — Managing water and waste, page 9.	Further information on certain water stewardship dimensions is not currently available. Arm operates predominantly from leased facilities and does not directly control most water supply, wastewater, or discharge infrastructure associated with its operations. As a result, a formal approach to assessing water-related impacts and a structured program for engaging with stakeholders and suppliers on water stewardship have not been established.
303-2 Management of water discharge-related impacts	Not applicable. Arm does not directly manage or control water treatment or discharge infrastructure across its predominantly leased operational estate, and does not discharge wastewater directly to receiving waterbodies. Wastewater services are managed by landlords, facility operators, and utility providers. Arm has therefore not established minimum standards for effluent discharge quality, internally developed water quality guidelines, or sector-specific discharge standards, and has not assessed the profile of receiving waterbodies. FYE26 Sustainable Business Report — Managing water and waste, page 9.	
303-3 Water withdrawal		Water withdrawal data is not currently available. Arm operates predominantly from leased office and data center facilities and does not directly control water supply infrastructure across most of its global estate. Information on water withdrawal by source, volume, and geographic location is managed by landlords, facility operators, and other third parties, and is not consistently available across Arm's operations. Arm continues to review its environmental data collection processes to support future reporting as appropriate.
303-4 Water discharge		Water discharge data is not currently available. Arm operates predominantly from leased facilities and does not directly control wastewater or discharge infrastructure across most of its global estate. Wastewater services are managed by landlords, facility operators, and utility providers. As Arm does not discharge wastewater directly to receiving waterbodies, the disclosure of priority substances of concern is not applicable. Arm continues to review its environmental data collection processes to support future reporting as appropriate.
303-5 Water consumption	Arm's total water consumption in FYE26 was 39,129 cubic meters (39.13 ML). This compares to 29,770 cubic meters (29.77 ML) in FYE25 and a baseline of 30,588 cubic meters (30.59 ML) in FYE21. FYE26 Sustainable Business Report — Environment data, page 27.	Total water consumption from areas with water stress (303-5-b) is not currently available.

GRI Standard Disclosure	Location/Response	Omissions
GRI 305: Emissions 2016		
3-3 Management of material topics	Arm's approach to managing GHG emissions is centered on reducing absolute emissions in line with its 1.5°C-aligned target and the goals of the Paris Agreement. The Sustainability Committee, chaired by the Head of Sustainability and reporting to the Arm Leadership Team via the Chief People Officer, oversees Arm's climate-related performance and progress against targets. Following the launch of the Arm AGI CPU, Arm plans to review the metrics and targets most relevant to managing emissions associated with its evolving business footprint. FYE26 Sustainable Business Report — Managing our climate impact, page 9. FYE26 Sustainable Business Report — Operating responsibly, page 19. FYE26 Sustainable Business Report — Environment data, page 27. Arm Environmental Policy Statement. Arm's voluntary offsets disclosure under California's Voluntary Carbon Market Disclosures Act (AB 1305).	
305-1 Direct (Scope 1) GHG emissions	Arm's Scope 1 GHG emissions arise primarily from natural gas combustion across its facilities. Total gross direct (Scope 1) GHG emissions in FYE26 were 783 tCO_2e. The FYE20 baseline for Scope 1 emissions is 1,043 tCO_2e. Limited assurance was obtained on Scope 1 GHG emissions in FYE26; see GRI 2-5 for details. FYE26 Sustainable Business Report — Environment data, page 27. Arm Greenhouse Gas (GHG) Emissions Basis of Reporting FYE26.	Arm does not carry out activities that result in biogenic CO_2 emissions.
305-2 Energy indirect (Scope 2) GHG emissions	Arm reports Scope 2 GHG emissions on both a location-based and a market-based basis, in line with the GHG Protocol Scope 2 Guidance. Arm procures 100% of its electricity from renewable sources through a combination of renewable energy tariffs and Renewable Electricity Certificates, which is reflected in the near-zero market-based figure. Gross location-based Scope 2 GHG emissions in FYE26 were 19,020 tCO_2e. Gross market-based Scope 2 GHG emissions in FYE26 were 54 tCO_2e. The FYE20 baseline is 16,153 tCO_2e (location-based) and 13,409 tCO_2e (market-based). Limited assurance was obtained on Scope 2 GHG emissions in FYE26; see GRI 2-5 for details. FYE26 Sustainable Business Report — Environment data, page 27. Arm Greenhouse Gas (GHG) Emissions Basis of Reporting FYE26.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 305: Emissions 2016		
305-3 Other indirect (Scope 3) GHG emissions	Arm reports Scope 3 GHG emissions across six of the fifteen categories in the GHG Protocol Corporate Value Chain Standard, covering the categories currently considered relevant to its business activities. The categories included in Arm's Scope 3 inventory are: purchased goods and services; capital goods; fuel and energy-related activities; waste generated in operations; business travel; and employee commuting, including homeworking. Total gross other indirect (Scope 3) GHG emissions in FYE26 were 144,147 tCO_2e. The FYE20 baseline for Scope 3 emissions is 419,762 tCO_2e. As Arm's business activities evolve, including following the launch of the Arm AGI CPU, Arm expects additional Scope 3 categories to become relevant to its emissions inventory and will continue to develop its reporting approach accordingly. FYE26 Sustainable Business Report — Environment data, page 27. Arm Greenhouse Gas (GHG) Emissions Basis of Reporting FYE26.	
305-4 GHG emissions intensity	FYE26 Sustainable Business Report — Environment data, page 27. Arm Greenhouse Gas (GHG) Emissions Basis of Reporting FYE26.	
305-5 Reduction of GHG emissions	Arm's GHG reduction initiatives include the procurement of 100% renewable electricity and energy efficiency improvements within its facilities, including reduced plant running hours at its Cambridge headquarters. Reductions took place in Scope 1 in FYE26. Gases covered: CO_2, CH_4, N_2O. HFCs are relevant to Arm's footprint via refrigerant gas use but are not currently included in the inventory due to data completeness. Base year: FYE20. GHG emissions are calculated in accordance with the GHG Protocol using Ecometrica's carbon accounting platform; full methodology is set out in the Basis of Reporting. Arm Greenhouse Gas (GHG) Emissions Basis of Reporting FYE26.	A quantified figure for GHG emissions reduced as a direct result of specific reduction initiatives is not currently available. Reductions attributable to individual initiatives are not separately calculated from Arm's overall GHG inventory.
305-6 Emissions of ozone-depleting substances (ODS)		Not applicable. Arm does not produce, import, or export ozone-depleting substances. Arm operates predominantly from leased office and data center facilities and does not carry out activities that generate ODS production, import, or export as defined under the Montreal Protocol.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Significant air emissions data is not currently available. Arm operates predominantly from leased office and data center facilities. Its operations do not generate significant quantities of NOx, SOx, or other regulated air emissions beyond those potentially arising from natural gas combustion in building systems, which are not currently measured separately.
GRI 308: Supplier Environmental Assessment 2016		
3-3 Management of material topics	Arm's environmental impacts in its supply chain arise primarily through its business relationships with suppliers. Arm's approach is set out in its Responsible Procurement Strategy, which aims to build resilient supplier relationships that deliver measurable impacts for people and planet, and its Supplier Code of Conduct, which includes provisions on environmental stewardship. Arm assesses suppliers' environmental performance through self-assessment questionnaires, ESG assessments, and EcoVadis assessments, and works with suppliers to support them in managing emissions. Suppliers or other stakeholders with concerns about a supplier's environmental performance can raise these through Arm's grievance process. Arm's supplier due diligence processes address both environmental and social impacts. FYE26 Sustainable Business Report — Human rights and resilience, page 23. FYE26 Sustainable Business Report — Operating responsibly, page 19.	
308-1 New suppliers that were screened using environmental criteria	The screening of new suppliers using environmental and social criteria is triggered by spend thresholds and category risk, reflecting a targeted approach to due diligence. In addition, all active suppliers are required to accept Arm's Supplier Code of Conduct, which sets out environmental expectations. FYE26 Sustainable Business Report — Human rights and resilience, page 23.	

GRI Standard Disclosure	Location/Response	Omissions
308-2 Negative environmental impacts in the supply chain and actions taken	In FYE26, no suppliers were identified as having significant actual or potential negative environmental impacts. Environmental impacts are assessed at category level through procurement category strategies rather than at individual supplier level. FYE26 Sustainable Business Report — Human rights and resilience, page 23.	
GRI 401: Employment 2016		
3-3 Management of material topics	Arm's workforce also includes external workers (contractors); Arm's approach to these workers as it relates to employment-related impacts specifically has not been separately addressed in this disclosure. FYE26 Sustainable Business Report — Building extraordinary teams, page 11. FYE26 Sustainable Business Report — Well-being and reward, page 12. FYE26 Form 20-F — Risk Factors, page 24.	
401-1 New employee hires and employee turnover	FYE26 Sustainable Business Report – People data, page 29.	
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 402: Labor/Management Relations 2016		
3-3 Management of material topics	Arm's approach to labor/management relations is set out below and in Disclosure 402-1, and is underpinned by Arm's Code of Conduct. FYE26 Sustainable Business Report — Building extraordinary teams, page 11. FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20. FYE26 Form 20-F, page 111.	
402-1 Minimum notice periods regarding operational changes	Arm is a global company and provides 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 0–5 have a notice period of one month and Grade 6 and above have a notice period of three months. In India, a two-month notice period applies for all grades. In some countries, particularly in Europe, this period may be longer. In the U.S., employees are generally 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 Standard Disclosure	Location/Response	Omissions
GRI 403: Occupational Health and Safety 2018		
3-3 Management of material topics	Arm's principal workplace risks relate to slips, trips, falls, and ergonomic injuries associated with office-based work. Arm's approach to managing these impacts, including its health and safety management system, worker participation and training, and business-relationship-linked impacts, is set out in Disclosures 403-1 through 403-9 below. FYE26 Sustainable Business Report — Health and safety, page 22. FYE26 Sustainable Business Report — Well-being and reward, page 12.	
403-1 Occupational health and safety management system	Arm's H&S management system has been implemented to support compliance with applicable legal and regulatory H&S requirements in the countries where Arm operates. It is also implemented using recognized risk management principles and management system approaches, supported by internal Workplace H&S Standards and continual improvement activities. FYE26 Sustainable Business Report — Health and safety, page 22.	
403-2 Hazard identification, risk assessment, and incident investigation	Arm identifies work-related hazards and assesses risks on both a routine basis (e.g., through regular workplace inspections and risk assessments) and a nonroutine basis (e.g., following an incident, a change to a workplace or work process, or a worker-raised concern), applying the hierarchy of controls to eliminate hazards and minimize risks. The quality of hazard identification and risk assessment processes is maintained through defined competency requirements for those conducting them. Outcomes are used to evaluate and continually improve the management system. Hazardous situations and near misses can be reported via ServiceNow; workers are protected against reprisals for raising H&S concerns in good faith. Arm's H&S policy supports the right of everyone to stop work or remove themselves from situations where they reasonably believe there is a risk of injury or ill health, and workers are not penalized for exercising this right. Incident investigations aim to identify root causes and risk factors, determine corrective actions using the hierarchy of controls, and feed findings back into management system improvements. FYE26 Sustainable Business Report — Health and safety, page 22.	
403-3 Occupational health services	Occupational health services at Arm contribute to the identification of workplace hazards and the minimization of H&S risks through preventative, advisory, and employee support activities. These services are made accessible to employees through Arm's Reward Hub and Employee Assistance Program, alongside specialist support for specific needs such as neurodiversity. FYE26 Sustainable Business Report — Health and safety, page 22. FYE26 Sustainable Business Report — Well-being and reward, page 12.	
403-4 Worker participation, consultation, and communication on occupational health and safety	Arm supports worker participation and consultation in the development, implementation, and evaluation of its H&S arrangements primarily at a local site level, reflecting the nature of its global operations and site-specific workplace risks. All employees are encouraged to participate through incident and near-miss reporting, ergonomic assessments, and training activities. Local Workplace Teams support communication and feedback on H&S matters. Joint management-worker H&S committees exist in some locations where required by local regulation. These committees are managed locally without central oversight from Arm's H&S team. FYE26 Sustainable Business Report — Health and safety, page 22.	
403-5 Worker training on occupational health and safety	Training is provided to employees and, where relevant, contractors and other workers whose work and/or workplace is controlled by Arm. Training content is reviewed and updated in line with changes to legal requirements, internal standards, or identified hazards. FYE26 Sustainable Business Report — Health and safety, page 22.	
403-6 Promotion of worker health		Further information on how Arm facilitates workers' access to nonoccupational medical and healthcare services is not currently available.

GRI Standard Disclosure	Location/Response	Omissions
GRI 403: Occupational Health and Safety 2018		
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Arm works to prevent and mitigate significant H&S impacts that may be directly linked to its operations, products, or services. The approach is based on risk assessment, application of the hierarchy of controls, compliance with legal requirements, and adherence to internal Workplace H&S Standards. These standards establish expectations for safe working practices, incident reporting, emergency preparedness, and control of workplace hazards. As Arm primarily operates in low-risk office environments, the H&S impacts directly linked through its business relationships are limited and managed through existing procurement and operational controls.	
403-8 Workers covered by an occupational health and safety management system	100% of employees and workers whose work and/or workplace is controlled by Arm are covered by Arm's occupational health and safety management system. No workers have been excluded from this disclosure. Accident and near-miss reporting data is collected and stored in ServiceNow in accordance with Arm's H&S policy. FYE26 Sustainable Business Report — Health and safety, page 22.	
403-9 Work-related injuries	Hazards posing a risk of high-consequence injury are identified through global H&S management processes including risk assessments, workplace inspections, incident investigations, and operational reviews. As Arm primarily operates in low-risk office environments, such hazards are limited and generally associated with specialized activities such as electrical or mechanical maintenance work; they are managed through the hierarchy of controls. Control measures are reviewed regularly through audits, inspections, incident learning, and periodic reassessment. The main types of work-related injury recorded relate to injuries associated with office-based work. Hours worked are not currently reported and injury rates have not been calculated. No workers have been excluded from this disclosure. This disclosure covers employees; data specific to workers who are not employees but whose work and/or workplace is controlled by Arm has not been separately compiled. FYE26 Sustainable Business Report — Health and safety, page 22.	Arm does not publicly disclose the number and rate of fatalities, high-consequence injuries, or recordable injuries.
403-10 Work-related ill health	Arm does not publicly disclose the number of fatalities or recordable cases of work-related ill health. The main type of work-related ill health recorded relates to musculoskeletal and ergonomic conditions associated with office-based work. Arm applies the hierarchy of controls to eliminate work-related hazards and minimize residual risks across all office environments and specialist technical areas. Actions include elimination of unnecessary hazardous activities, substitution of hazardous substances, engineering controls, administrative controls, and provision of personal protective equipment where required. No workers have been excluded from this disclosure. This disclosure covers employees; data specific to workers who are not employees but whose work and/or workplace is controlled by Arm has not been separately compiled. FYE26 Sustainable Business Report — Health and safety, page 22.	Arm does not publicly disclose the number and rate of fatalities, high-consequence injuries, or recordable injuries.
GRI 404: Training and Education 2016		
3-3 Management of material topics	Arm manages training and education through a broad learning ecosystem designed to support continuous, embedded development rather than tracking hours. Learning is delivered through a mix of structured programs, self-directed digital resources, AI-enabled tools, manager-led development, and targeted group investment. Development is available to all established and fixed-term employees, and is integrated into daily work through the myImpact performance process. FYE26 Sustainable Business Report — Developing talent at Arm, page 11 / Investing in workforce development, page 12.	
404-1 Average hours of training per year per employee		Learning is delivered across multiple platforms and channels that do not consistently capture hours in a comparable format across the employee population. As a result, an average training hours figure across the full employee population, by gender or employee category, is not currently calculable.

GRI Standard Disclosure	Location/Response	Omissions
GRI 404: Training and Education 2016		
404-2 Programs for upgrading employee skills and transition assistance programs	Arm's approach to upgrading employee skills includes internal instructor-led technical training, self-directed digital learning, and AI-enabled tools accessed through Arm's myLearning platform. Transition assistance is available to employees in defined separation scenarios and may include career transition services or support toward professional accreditation. Transition assistance is not provided as a standard entitlement for all employees leaving Arm through retirement or termination of employment. FYE26 Sustainable Business Report — Developing talent at Arm, page 11 — Investing in workforce development, page 12.	
404-3 Percentage of employees receiving regular performance and career development reviews	Arm manages performance and career development through the myImpact process for all established and fixed-term employees, representing 100% of this population. Contractors are not in scope for performance and career development reviews. FYE26 Sustainable Business Report — Developing talent at Arm, page 11 — Investing in workforce development, page 12.	The percentage of employees receiving regular performance and career development reviews by gender and by employee category is not currently available in this format. Arm manages performance and career development through the myImpact process for all established and fixed-term employees. Contractors are not in scope for performance and career development reviews.
GRI 405: Diversity and Equal Opportunity 2016		
3-3 Management of material topics	Arm's approach to diversity, equity, and inclusion is set out at the links below, and in Disclosures 405-1 and 405-2. Arm's diversity, equity, and inclusion strategy aims to cultivate a work environment where everyone feels respected, valued, and able to contribute, delivered through initiatives including Employee Resource Groups, the Inclusive Workplace Design Framework, and the Inclusive Pathways initiative. Arm tracks effectiveness through its Life@Arm survey (diversity, equity, and inclusion score of 91% in FYE26, up from 87%; 93% reporting an inclusive environment) and external recognition including a Disability:IN score of 57/76 and the 2026 World 50 Open Doors Impact Award. FYE26 Sustainable Business Report — Inclusion: A key enabler, page 12. Diversity, Equity, and Inclusion Careers — Diversity, Equity & Inclusion	
405-1 Diversity of governance bodies and employees	Arm's governance body diversity is addressed under Disclosure 2-9. Employee diversity by gender and age group, broken down by employee category (individual contributor, management, and senior management), is set out in the People Data table. FYE26 Sustainable Business Report — People data, pages 28-30.	
405-2 Ratio of basic salary and remuneration of women to men	Arm completes a global pay analysis annually and through this analysis can confirm that there are no statistical differences in pay between men and women. Gender pay reports are published for the U.K., Norway, France, and Ireland on Arm's website.	Further information on the ratio of basic salary and remuneration of women to men by employee category and by significant locations of operation is not currently available in this format.
GRI 406: Non-discrimination 2016		
3-3 Management of material topics	Arm seeks to foster an inclusive and supportive workplace where representation matters, people are valued, diverse perspectives are heard, and everyone's skills are fully utilized. Discrimination has no place at Arm. Arm's approach to nondiscrimination is underpinned by the Code of Conduct, the Prevention of Bullying and Harassment Policy, and Arm's commitments on diversity, equity, and inclusion. Employees and other stakeholders can raise concerns about discrimination through Arm's grievance procedure, which Arm uses to investigate and address reported incidents; further detail, including FYE26 incident outcomes, is set out in Disclosure 406-1. FYE26 Sustainable Business Report — Inclusion: A key enabler, page 12. FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20.	

GRI Standard Disclosure	Location/Response	Omissions
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Incidents of discrimination that are identified through Arm's grievance procedure are compiled across all relevant grounds of discrimination, including but not limited to race, color, sex, religion, political opinion, national extraction, and social origin. Any incidents identified are reviewed through Arm's internal management review process. FYE26 Sustainable Business Report — Handling concerns, page 21.	
GRI 414: Supplier Social Assessment 2016		
3-3 Management of material topics	Arm uses the same due diligence processes for both environmental and social supplier assessment. See GRI 308: Supplier Environmental Assessment 2016 — 3-3 Management of material topics.	
414-1 New suppliers that were screened using social criteria	The screening of new suppliers using social and environmental criteria is triggered by spend thresholds and category risk, reflecting a targeted approach to due diligence. In addition, all active suppliers are required to accept Arm's Supplier Code of Conduct, which sets out social expectations including prohibitions on child labor, forced labor, discrimination, and harassment. FYE26 Sustainable Business Report — Human rights and resilience, page 23.	
414-2 Negative social impacts in the supply chain and actions taken	In FYE26, no suppliers were identified as having significant actual or potential negative social impacts. Social impacts are assessed at category level through procurement category strategies rather than at individual supplier level. The categories identified as carrying the greatest potential social risk are facilities management and hardware and merchandise, where living wages and modern slavery are the principal risk factors. No improvement agreements were required and no supplier relationships were terminated as a result of social assessment findings during the reporting period. FYE26 Sustainable Business Report — Human rights and resilience, page 23.	
GRI 418: Customer Privacy 2016		
3-3 Management of material topics	Arm manages customer privacy through a comprehensive privacy and security program that governs the collection, processing, storage, transfer, and protection of personal data. Arm recognizes that failures to protect customer data could result in unauthorized access, disclosure, or loss of personal information, with resulting harm to individuals and to Arm's reputation and business. Arm processes personal information for defined business purposes and on identified legal bases, including contractual necessity, legitimate interests, and consent where applicable. Arm employs technical and organizational safeguards to protect customer information, monitors systems for suspicious activity, and enforces security controls to prevent unauthorized access or disclosure. New AI tools are subject to a mandatory risk-based business, security, and privacy review before deployment. Arm maintains transparency regarding data practices, provides mechanisms for individuals to exercise privacy rights, applies contractual safeguards to third-party data sharing, and commits to notifying customers of government requests for customer data unless legally prohibited. Arm does not sell personal information and complies with applicable privacy and data protection laws across the jurisdictions in which it operates. Individuals can raise privacy concerns through a dedicated specialist inbox as part of Arm's grievance channels. Arm's privacy and security program is regularly tested through third-party assessments, audits, and penetration testing, with results reported to the Audit Committee and Board of Directors. Arm Global Privacy Statement.	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Arm reports in accordance with applicable laws and regulations. FYE26 Sustainable Business Report — Building trust through integrity and accountability, page 20.	

Arm
110 Fulbourn Road Cambridge
CB1 9NJ
United Kingdom

Telephone +44 (0)1223 400400
sustainability@arm.com

arm.com
YouTube
LinkedIn
X

Additional Information About This Report

Arm's approaches to the disclosures included in this report may be different from those included in mandatory regulatory reporting and Arm can provide no representation or assurance that its internal approach is consistent with other investment criteria, taxonomies, standards, or guidelines. In particular, Arm's use of the materiality principle for purposes of this report is not the same materiality principle relevant for U.S. federal securities laws purposes. Information deemed material for the purposes of this report is not an indication that such information is necessarily material as defined under the U.S. federal securities laws and the applicable regulations thereunder.

The report as a whole has not been externally assured. Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. Such information is non-GAAP and non-audited. Information concerning external initiatives, partnerships, or strategic programs is based solely on publicly available materials and has not been prepared, compiled, independently verified, or assured by Arm. While such information is believed to be accurate and the sources from which it has been obtained are believed to be reliable, Arm does not accept any responsibility for the content of such information and does not guarantee the accuracy, adequacy, or completeness of any such third-party information.

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 U.S. 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.