

LVMH

RULES OF PROCEDURE OF THE
ETHICS & SUSTAINABLE DEVELOPMENT COMMITTEE

AS OF JANUARY 26, 2023

THIS IS A FREE TRANSLATION
PROVIDED FOR CONVENIENCE PURPOSES ONLY

The Board of Directors has set up a specialized committee in charge of ethics and sustainable development, which acts under the responsibility of the Board and whose internal rules have been approved by the Board of Directors.

1. Membership of the Committee

The Ethics & Sustainable Development Committee shall consist of at least three Directors and/or Advisory Board members. The majority of its members shall be independent. Its members shall be appointed by the Board of Directors.

The Board of Directors shall appoint a Chairman of the Committee from among its members.

Neither the Chairman of the Board of Directors nor any Director serving as Chief Executive Officer or Group Managing Director of LVMH may be a member of the Committee.

A Director may not be appointed to the Committee if he/she is a member of the Board of Directors of a company within which an LVMH Director serves on an equivalent committee.

2. Role of the Committee

The Ethics & Sustainable Development Committee shall ensure compliance with (i) the individual and shared values on which the LVMH group bases its actions and (ii) the rules of conduct that must be observed by all employees.

The duties of the Committee are to:

- Assist the Board of Directors in defining the Company's and the Group's broad strategic direction with regard to workforce-related, environmental and climate-related matters, and ensure that it is put into practice;
- Review the ethical, environmental, workforce-related and social responsibility issues faced by the Group, in particular with regard to climate issues;
- Review the environmental, workforce-related and social information contained in the Management Report of the Board of Directors and submit its opinion on this information to the Board;
- Review the performance of systems related to data protection and ethics;
- Ensure compliance with the rules and values laid down in the LVMH Code of Conduct as well as other codes and charters resulting from that Code (including but not limited to LVMH's Supplier Code of Conduct and Environmental Charter);
- Help define rules of conduct and principles for action regarding ethics and environmental, workforce-related and social responsibility, which must be followed by the Group's senior executives and employees;
- Monitor the functioning of whistleblowing systems put in place within the Group.

3. Operating procedures of the Committee

A Director's agreement to serve on the Committee implies that he/she will devote the necessary time and energy to his/her duties on the Committee.

The Committee shall meet as often as necessary, and in any event at least once a year, at the initiative of either its Chairman, the Chairman of the Board of Directors, the Director serving as Chief Executive Officer, or any two Committee members.

The Chairman of the Board of Directors, the Chief Executive Officer and the Group Managing Director shall not participate in the Committee's work.

The proceedings of the Committee are confidential and shall not be discussed outside the Board of Directors.

Decisions of the Committee shall be made by simple majority vote and shall be deemed to have been reached as a board.

Meetings or joint working sessions may be organized by the Board of Directors between the Board's various committees on cross-cutting topics, particularly with regard to social and environmental responsibility and climate issues; in particular, the Ethics & Sustainable Development Committee and the Governance & Compensation Committee may be asked to work together to assess the non-financial performance criteria for senior executive officers' variable compensation.

4. Prerogatives of the Committee

The Committee shall report on its work to the Board of Directors. It shall submit its findings, recommendations and suggestions to the Board.

The Committee may request any and all accounting, legal or financial documents it deems necessary to carry out its responsibilities.

The Committee may at any time call upon the Company's employees responsible for compliance, human resources, internal audit, risk management, sustainable development or legal affairs, as well as on the Statutory Auditors and any other persons it deems beneficial to hear from in the performance of its duties. Such meetings may take place in the absence of those responsible for the functions concerned.

After having notified the Chairman of the Board of Directors or the Board of Directors itself, the Committee may commission outside technical studies, the results of which it is responsible for reporting to the Board, on matters falling within its area of expertise if it considers this necessary or beneficial to the performance of its duties.

5. Compensation of Committee members

The members and the Chairman of the Committee may receive specific compensation, determined by the Board of Directors and offset against the maximum overall annual amount allocated at the Shareholders' Meeting to Directors as compensation for their work.