LVMH

ESG PRESENTATION

Taking action to make a difference

May 2022
“The LVMH Group embodies a unique culture, one that we express around the world through our products, as well as our ethical, social, environmental and cultural actions, with each aspect contributing to a truly living legacy.”

Bernard Arnault
The world’s leading luxury group

A family-run group, LVMH is committed to the long-term development of its Maisons, ambassadors of a distinctively refined art de vivre. Each of them creates products that embody a unique savoir-faire, a carefully preserved heritage and a dynamic engagement with modernity.

75 Maisons

€64.2bn

>175,000
employees in
2021 in over
80 countries

Unique
presence in all
luxury sectors

Wines & Spirits
Fashion & Leather Goods
Perfumes & Cosmetics
Watches & Jewelry
Selective Retailing
Hospitality Excellence
Value strategy and long-term vision

Sustaining organic growth to encourage creativity

Committing to the highest standard of excellence in craftsmanship

Creating space for each Maison’s entrepreneurial spirit to thrive

Having a positive impact on our ecosystem and in places we operate
30 years of sustainable commitments

1992
LVMH creates the Environment Department after the Rio de Janeiro Earth Summit

2002
LVMH Maisons use the Bilan Carbone® method to measure their CO₂ emissions

2003
LVMH joins the United Nations Global Compact

2008
LVMH creates the Supplier Code of Conduct, drafted for its supply chain partners

2009
LVMH creates the Code of Conduct and the Recruitment Code of Conduct

2012
The Group launches LIFE (LVMH Initiatives For the Environment) to boost its environmental policy

2013
LVMH signs the United Nations Women’s Empowerment Principles

2017
LVMH creates the Ethic & Compliance Department
LVMH draws up the Charter on Working Relations with Fashion Models and their Well-Being

2019
LVMH signs the United Nations Standards of Conduct for business tackling discrimination against LGBT+ people
LVMH unveils its Animal-Based Raw Materials Sourcing Charter

2020
LVMH joins the International Labour Organization (ILO) Global Business and Disability Network

2021
LVMH unveils its LIFE 360 environmental strategy with precise targets for 2023, 2026 and 2030
LVMH Alert Line becomes accessible to any external stakeholders
LVMH creates its Health & Safety Policy
LVMH Group’s 75 Maisons announce commitments to Métiers d’Excellence and sign Worldwide Engagements for Métiers d’Excellence
LVMH launches the LVMH Heart Fund

2022
LVMH revises the Supplier Code of Conduct
Ambitious environmental targets
LIFE 360 – 2023, 2026 and 2030 objectives

Creative circularity
- New circular services: repairs, upcycling, etc. (2023)
- Packaging: zero plastic from virgin fossil oil (2026)
- 100% of the Group’s new products will result from eco-design (2030)

Traceability
- 100% of our strategic supply chains will integrate dedicated traceability systems (2030)

Biodiversity
- 100% of strategic raw materials certified to standards guaranteeing the preservation of ecosystems and water resources (2026)
- 5 million hectares (50,000 sq. km) of flora and fauna habitat restored and/or preserved (2030)

Climate
- Commitment to the 1.5°C trajectory (SBTi)
- Reduce greenhouse gases from energy consumption at our sites and stores by 50% - baseline 2019 (2026)
- 100% renewable or low-carbon energy at sites and stores (2026)
- Reduce and/or avoid by 55% GHG emissions linked to scope 3 (raw materials and transport) per unit of added value (2030)
Creative circularity

LIFE 360 Objectives
New circular services: repairs, upcycling, etc. (2023)
—
Packaging: zero plastic from virgin fossil oil (2026)
—
100% of the Group’s new products will result from eco-design (2030)

2021 results
41% of recycled raw materials used in plastic and glass packaging
—
6% reduction (8,632 metric tons) in the amount of virgin fossil-based plastic used in customer packaging

Main programs & initiatives

Felt Line by Louis Vuitton

This Keepall bag made from recycled wool-based jacquard was one of the star pieces at the Louis Vuitton Fall/Winter 2021-2022 show.

Nona Source:
The 1st online resale platform for materials

- The first online resale platform for “re-sourcing” exceptional materials from the Group’s Fashion & Leather Goods Maisons
- Designed by experts from LVMH via its DARE intrapreneurial program (Disrupt, Act, Risk to be an Entrepreneur), Nona Source is a concrete solution to address the challenges and opportunities of circularity.

« Woven basket » by Loewe

In the hands of a specialist craftsperson, the Loewe “Woven Basket” bag is reinvented into a woven lattice model as part of the “Surplus Project”, a collection of bags and accessories produced using excess leather.

Further information can be found in the 2021 Universal Registration Document - from pages 75 to 100.
Guaranteeing accurate traceability

LIFE 360 Objectives
100% of our strategic supply chains will integrate dedicated traceability systems (2030)

2021 results
Knowledge of country of origin:
• 76% of leather purchased
• 62% of wool purchased
• 4,000 products carry their own customer information system

Main programs & initiatives
Tiffany & Co.
a vertical approach to traceability

In 2021, Tiffany & Co. was able to trace all the rough diamonds it used, which are sourced primarily from Botswana, Canada, Namibia, and South Africa, back to the mine they came from.

FENDI
shares its suppliers list on its website

FENDI published the complete list of its suppliers of raw materials and finished products, as well as the results of its audit program.

The Gemstones and Jewellery Community Platform
- Resulted from the collaboration by the Coloured Gemstones Working Group and its members - LVMH Maisons, Chopard, Kering, Richemont, Swarovski and mining companies Gemfields and Muzo.
- Offers a comprehensive range of tools and training resources, including presentations, talks and webinars on sustainability in the industry.

Further information can be found in the 2021 Universal Registration Document - from pages 75 to 100.
Regenerating biodiversity

LIFE 360 Objectives
100% of strategic raw materials certified to standards guaranteeing the preservation of ecosystems and water resources (2026) — 5 million hectares (50,000 sq. km) of flora and fauna habitat restored and/or preserved (2030)

Main programs & initiatives
LVMH and Canopy to strengthen commitment to forest conservation

LVMH in partnership with UNESCO’s Man and the Biosphere (MAB) program

2021 results
657,000 hectares preserved or restored

Certification of strategic raw materials:
- Cotton: 61% (51% in 2020)
- Leather: 81% (74% in 2020)
- Diamond: 99.9% (99% in 2020)
- LVMH vineyards: 92% (equal to 2020)

Further information can be found in the 2021 Universal Registration Document - from pages 75 to 100.
Contributing to the fight against climate change

LIFE 360 Objectives
Reduce greenhouse gases from energy consumption at our sites and stores by 50% - baseline 2019 (2026)
- 100% renewable or low-carbon energy at sites and stores (2026)
- 55% reduction in GHG emissions linked to scope 3 per unit of added value (2030)

2021 results
Carbon trajectory validated by the SBTi
- 6% reduction in GHG emissions generated by energy consumption (2019 baseline)
- 39% of renewable energy in the Group energy mix
- 57% of stores equipped with LED lighting

Main programs & initiatives
Calculation of climate

Greenhouse gas emissions related to scope 3 are expressed in metric tons of CO2 equivalent, calculated in accordance with the GHG protocol and cover emissions generated by purchases (raw materials, packaging, stores, POS displays, window displays, show and events sets as well as advertising services), transportation (upstream, downstream, business travel and commuting), product usage and end of life, as well as capital goods. Emissions generated by capital goods were calculated in 2021 as part of a continuous improvement process.

The LVMH internal carbon fund
A tool used by the Maisons since 2015 to invest in low-carbon equipment that expands the production of renewable energies; it places a value of €30 on each metric ton of CO2 emitted.

15,400*
metric tons of CO2 equivalent emissions have been avoided through 421* projects

€52 m*
has been invested

Widespread adoption of in-store LED lighting

Further information can be found in the 2021 Universal Registration Document - from pages 75 to 100.
### Solid social performance

#### Four pillars

<table>
<thead>
<tr>
<th>Respecting each one’s dignity and individuality and develop diversity</th>
<th>Supporting the safety and well-being of our employees</th>
<th>Transmitting our World heritage’s savoir-faire</th>
<th>Committing to a better society</th>
</tr>
</thead>
<tbody>
<tr>
<td>72% of recruiters trained or made aware of the importance of eliminating discrimination (over the last 3 years)</td>
<td>4.23* Group Accident Frequency rate, decreasing by 24.6% compared to 2019</td>
<td>82% of employees received training (all categories)</td>
<td>575 partnerships established by Maisons with associations, NGOs, Foundations, around the world</td>
</tr>
<tr>
<td>71% of the Group’s total workforce is female, with 65% of managerial positions held by women</td>
<td>0.14** Group Accident Severity rate, decreasing by 12.5% compared to 2019</td>
<td>1,400 IME apprentices trained since 2014 across six countries (France, Switzerland, Italy, Spain, Japan and Germany)</td>
<td>502 associations, NGOs, Foundations supported around the world</td>
</tr>
<tr>
<td>44% of key Group positions are held by women</td>
<td>100% of Group employees have access to an Employee Assistance Program (EAP) and financial assistance when facing a serious personal situation</td>
<td>65% of Maisons have a structured training policy in place to help adapt to future needs</td>
<td>765,000 people assisted thanks to these partnerships</td>
</tr>
<tr>
<td>1.2% of LVMH Group employees with disabilities worldwide (up 20% on 2019). The Group’s intermediate objective is 2%.</td>
<td>€59.2 M invested in health and safety (up 54% in 2019)</td>
<td>67 Virtuosos, have been selected as the first promotion of guardians of exceptional skills and expertise</td>
<td>29,000 employees involved into these partnerships</td>
</tr>
</tbody>
</table>

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*The frequency rate is equal to the number of accidents resulting in leave of absence, multiplied by 1,000,000 and divided by the total number of hours worked.*

*The severity rate is equal to the number of workdays lost, multiplied by 1,000 and divided by the total number of hours worked.*
Respecting each one’s dignity and individuality

Priorities
Promoting diversity and guaranteeing inclusion
—
Ensuring gender equity
—
Promoting employment for people with disabilities
—
Fighting against LGBT+ discrimination

Main objectives by 2025
100% of recruiters trained to non-discrimination
—
50% of women working at Group Key positions
—
2% of people with disabilities in our headcount

Main programs & initiatives

LVMH created the Inclusion Index in March 2018 to recognize Diversity and Inclusion initiatives throughout the Group. Sharing D&I initiatives among LVMH Maisons stimulates them to go even further.

LVMH is signatory of the UN Standards of Conduct for Business on tackling discrimination against Lesbian, Gay, Bi, Trans, and Intersex (LGBT+) people.

EllesVMH encourages the professional development of women in all positions and at every level of the organization through a variety of initiatives.

LVMH is committed to promoting employment for people with disabilities. In 2020, coinciding with International Day of Persons with Disabilities, the Group joined the ILO Global Business and Disability Network.

Further information can be found in the 2021 Universal Registration Document - from pages 101 to 118.
Supporting the safety and well-being of employees

Priorities
Ensuring Health & Safety at work
Safeguarding the well-being of employees
Listening to and engaging with employees

Main programs & initiatives

The LVMH Heart Fund is a global assistance program open to the Group’s 175,000 employees. Its aim is to help them deal with critical personal situations as well as more day-to-day issues, which the ongoing pandemic has often made particularly challenging. It is endowed with an initial allocation of €30 million and a free, anonymous and confidential support hotline available to all.

The LVMH Group launched the website WeCareForModels.com in 2018 to support the Charter on working relations with fashion models and their well-being, drawn up in September 2017 in conjunction with Kering.

Main objective by 2025
Reach the 5 commitments of the LVMH Health & Safety Policy

Further information can be found in the 2021 Universal Registration Document - from pages 101 to 118.

LVMH Group
Health and Safety Policy

The Group has committed to developing and maintaining stringent standards of occupational health, safety and well-being that integrate a high level of responsibility and respect for others. This belief requires the implementation of a comprehensive approach across all operations in order to develop a “zero accident” culture based on 5 pillars of action.

1. Identify health and safety risks
2. Establish a health and safety action plan
3. Manage the health and safety approach
4. Ensure all employees have an active role in health and safety
5. Maintain a virtuous culture for a safe environment

LVMH Global PULSE Survey

In July 2020 the Group launched the first ever LVMH Global Pulse Survey. Our aim was to “take our employees’ pulse”. We wanted to know their mindsets, opinions on how we handled the crisis, and visions for the future.

- Over 78,000 employees responded
- 180,000 answers collected
- 93% and 91% respectively said they were extremely proud to belong to the Group, and work for their Maison.
Transmitting our World heritage’s savoir-faire

Priorities

- Shaping the future of the Group
- Consolidating and passing on savoir-faire
- Developing employee skills

Main programs & initiatives

- **The Métiers d'Excellence** aims to pass on and promote 280 métiers related to specific savoir-faire of LVMH’s Maisons.

- **The LVMH Prize** aims to support young fashion designers. This sponsorship initiative reflects the values of our Group: our designers single out the talent of tomorrow, and they are rewarded and supported through the development of their House.

- **Inside LVMH**: Inaugurated in 2016 by physical meetings with students, INSIDE was transformed into a digital platform launched in March 2021 and already had more than 45,000 subscribers at the end of December 2021.

Main objective by 2024

- Ensure 30,000 recruitments in Métiers d’Excellence

Further information can be found in the 2021 Universal Registration Document - from pages 101 to 118.
Committing to a better society

Priorities
Supporting vulnerable individuals and/or those in urgent need
—
Support for medical research, sick people and their families
—
Support to artists and craftsmen and promotion of cultural heritage
—
Support for education
—
Support for employment and the development of entrepreneurship
—
Support for major diversity causes

Objective
One partnership by Maison

Main programs & initiatives

LVMH has been involved in the fight against sickle cell anemia, providing support for Robert Debré Hospital. The "Dîner des Maisons Engagées" is an annual fundraising dinner attended by LVMH Maisons and partners. Members of the hospital’s medical team are invited to talk about the disease and share progress being made thanks to research.

For the 11th consecutive year, LVMH supported the "Défilé Cultures et Création" show, which highlights the creative talents in an underserved area. At the show, the Group presents the LVMH "CSR Young Talent" Award and gives young enthusiastic designers, struggling to enter the fashion industry, the opportunity to be recognized.

LVMH launched the Journées Particulières in 2011 in order to give the public a chance to discover the vast diversity of métiers and savoir-faire at LVMH Maisons.

Since 2016, Louis Vuitton has partnered with UNICEF to raise funds and help support children who are exposed to conflict, diseases, natural disasters and other situations that threaten their safety and well-being.

LVMH and its Maisons joined forces in the fight against Covid-19 worldwide: production of gels, masks, donations to hospitals, donations of skincare products, donations of food, etc.

LIVE provides a 360° support program that combines upskilling in core areas with vocational training, alongside opportunities to discover a range of professions for people far from the employment, over 25 years old.
Harnessing corporate philanthropy to advance culture and design

For more than 25 years, LVMH has pursued a corporate philanthropy policy that reflects the values of creativity and solidarity shared by all its Maisons, seamlessly aligning with their respective communication strategies and image.

Promoting heritage, art and design

The fire that tore through Notre-Dame cathedral in Paris in 2019 particularly resonated within LVMH, touching the artisanal and cultural core of a Group that believes in preserving and passing on its unique savoir faire from generation to generation.

That is why its Chairman, Bernard Arnault, donated €200 million to help the renowned monument once again rise from the ashes.

Promoting and spreading culture

Every year since 2014, the Classe d’Excellence de Violoncelle de Gautier Capuçon has taken place in the Auditorium of the Louis Vuitton Foundation. This project, created and directed by Gautier Capuçon, is designed to promote six young and talented cellists from around the world. Selected by audition, the laureates meet each month for public work sessions and concerts.

Promoting health and education

The innovative and ambitious philanthropic efforts to promote art and culture also extends to humanitarian, medical and scientific causes. LVMH supports for example, the Fondation des Hôpitaux de Paris - Hôpitaux de France.

The Louis Vuitton Foundation

Since opening in 2014, the Louis Vuitton Foundation has captivated imaginations with the ground-breaking genius of its architect, Frank Gehry, and forged a place for itself as one of the foremost institutions in the global art scene, having already attracted nearly eight million visitors from all around the world.

The Group and its Maisons driven by creativity

<table>
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<tr>
<th>Fendi, supporting Roman heritage</th>
<th>Le Château de la Colle Noire and the Beaux-Arts de Paris</th>
<th>Restoring the Tuileries Garden</th>
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<tbody>
<tr>
<td>The Maison Fendi financed the restauration project of one of the most emblematic and historic places of the Italian capital—the Temple of Venus and Rome.</td>
<td>Since December 2021, Résonance, the sculpture created by Clarisse Ain who won the first Dior de la Colle Noire Award, has been installed at Château de la Colle Noire.</td>
<td>Moët Hennessy helps to “re-green” and restore the Tuileries Garden.</td>
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Further information can be found in the 2021 Universal Registration Document - from pages 119 to 124.
A solid governance profile
Board of Directors as of April 2022

Members of the Board of Directors

Bernard Arnault
Chairman & Chief Executive Officer

Antonio Belloni
Group Managing Director

Antoine Arnault
Delphine Arnault
Dominique Aumont
Nicolas Bazire
Marie-Véronique Belloeil-Melkin
Sophie Chassat¹
Charles de Croisset¹

*Independent Director

A stable capital structure
November 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arnault Family Group (1)</td>
<td>47.8%</td>
</tr>
<tr>
<td>Foreign institutional investors</td>
<td>38.7%</td>
</tr>
<tr>
<td>French institutional investors</td>
<td>7.8%</td>
</tr>
<tr>
<td>Individual shareholders</td>
<td>5.5%</td>
</tr>
<tr>
<td>Treasury stock</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

16 Board members 57% Independence rate 7 Women on the Board 62 Average age 3* Number of nationalities represented

¹ Independent Director

3 Committees

Ethical and sustainable development committee
Yves-Thibault de Silguy¹ Chairman
Delphine Arnault
Marie-Laure Sauty de Chalon¹
Hubert Védrine¹

Nomination and compensation committee
Marie-Josée Kravis¹ Chairman
Sophie Chassat¹
Charles de Croisset¹
Yves-Thibault de Silguy¹

Performance audit committee
Clara Gaymard¹ Chairman
Charles de Croisset¹
Yves-Thibault de Silguy¹
Marie-Laure Sauty de Chalon¹

A stable capital structure

(1) Voting rights: Arnault family group 63.4%; Other 36.6%
Supporting suppliers and sharing best practices

The Maisons and the Group’s partners abide by a shared body of rules, practices and principles in relation to ethics, corporate social responsibility and environmental protection.

Risk mapping helps the Maisons identify which countries and types of purchases are particularly at risk with respect to corruption, human rights violations and environmental impact.

Sets out requirements for partners in the fields of corporate social responsibility, the environment and business integrity. (created in 2008, revised in 2017 and 2022)

Risk management aims at ensuring that partners adopt practices that are environmentally friendly and respect human rights.

> 1,500 audits were undertaken in 2021 at 1,200 suppliers and subcontractors

30,000 suppliers were assessed in 2020 in relation to their risk levels (with respect to human rights, to the environment and to corruption) representing 90% of Group expenditure.

This risk mapping will be reconducted in 2022 based on 2021 data.

5% of our suppliers did not meet the standard set by the Group in 2021

73% of our suppliers are based in Europe

93% of direct purchases in the Fashion & Leather Goods division are coming from Europe

Further information can be found in the 2021 Universal Registration Document - from pages 49 to 74.
Integrity in business

The LVMH group has always been strongly committed to exemplary integrity and ethics in the conduct of its business and in its relations with all stakeholders. Our codes and charters as well as the open communication and dialogue we promote both internally and externally are examples of how we live up to this commitment.

LVMH Code of Conduct

Outlines the rules to be followed by all employees as they go about their work.

Respecting & Supporting Human Rights

LVMH respects and promotes the Universal Declaration of Human Rights and adheres to the principles of the United Nations Global Compact, as well as to the United Nations Guidelines on Women’s Empowerment. Within its sphere of influence, LVMH supports the values, freedoms and fundamental rights promoted in these texts.

LVMH Ethics & Compliance Governance

A dedicated governance structure, communication and training
- The Ethics & Compliance Department steers and coordinates the Group’s procedures in the fight against corruption, in personal data protection, and in compliance with international sanctions, human rights, and anti-money laundering laws.
- Each Maison has its own organizational and governance structure.
- Employee training and education with regular communication is a key element.

LVMH Alert Line

The Group’s employees and stakeholders have access to the LVMH Alert Line, an online interface that provides a fully confidential and secure way of reporting in good faith violations of the laws, regulations, or principles of the LVMH Code of Conduct.

Further information can be found in the 2021 Universal Registration Document - from pages 49 to 74.
Value strategy and long-term vision

Sustaining organic growth to encourage creativity

Committing to the highest standard of excellence in craftsmanship

Creating space for each Maison’s entrepreneurial spirit to thrive

Having a positive impact on our ecosystem and in places we operate
“Truly desirable products can only come from sustainable businesses.”
Annex
Public documents and policies in place
At LVMH

www.lvmh.com
A recognized and certified strategy

ESG indices

FTSE4Good

CDP

Sustainability Award
Industry Mover 2021
S&P Global

EURONEXT

Moody’s

SUSTAINALYTICS

GLOBAL CHILD FORUM

MSCI

ESG RATINGS

SCORE CARBONE AXYLIA

Employer rankings

REFINITIV