



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
revenue in
2021

>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

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**

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**

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**

2002

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

2003

LVMH joins the **United Nations Global Compact**

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**

2020

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

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

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

Main programs & initiatives

Felt Line by Louis Vuitton

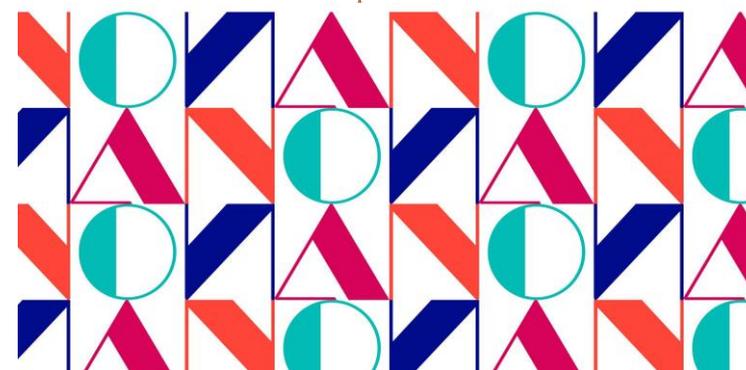


This Keepall bag made from recycled wool-based jacquard was one of the star pieces at the Louis Vuitton Fall/Winter 2021 - 2022 show.



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 craftsman, 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.

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

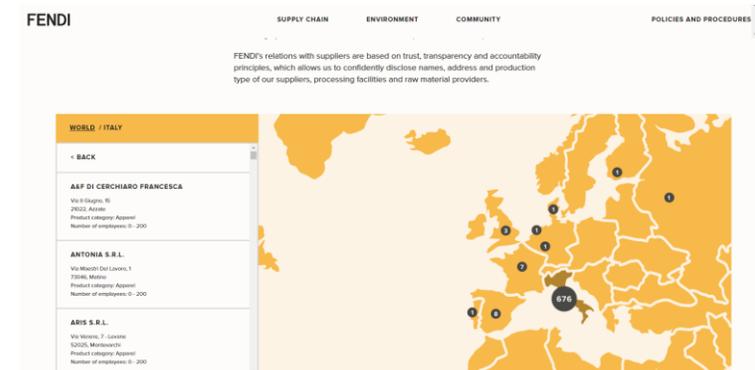
Tiffany & Co.
a vertical approach to treacability



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.

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)

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)

Main programs & initiatives

LVMH and Canopy to strengthen commitment to forest conservation



LVMH's Pack4Good and CanopyStyle commitments prioritize innovation, apply to all 75 Maisons and set ambitious targets such as:

- Ensuring supply chains for paper, paper packaging and fabrics are free of fibre from the world's Ancient and Endangered Forests by the end of 2022;
- Influencing its supply chains to protect the world's remaining forests and endangered species habitat.

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



- Signature in 2019 of a **five-year partnership with UNESCO to improve the protection of biodiversity around the world.**
- LVMH will also invest €5 million over a five-year period in a project in the Amazon that covers 8 biosphere reserves in 4 countries.

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

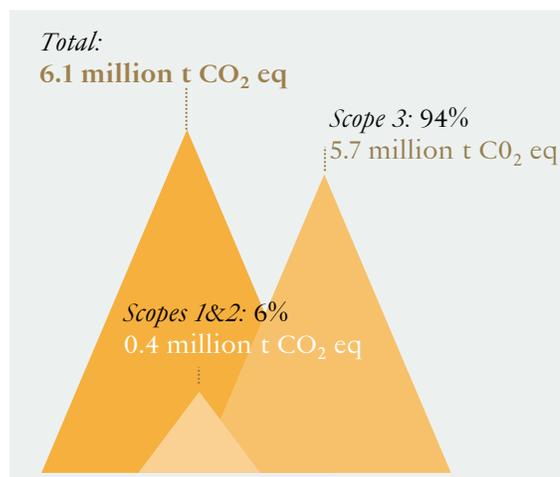
6% reduction in GHG emissions generated by energy consumption (2019 baseline)

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.

* Cumulated data between 2015 and 2021

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



- Some 60% of LVMH's greenhouse gas emissions currently come from energy consumption at its stores.
- LVMH created the LIFE in Stores Awards to recognize, each year, the solutions implemented by the Group's Maisons to reduce the environmental footprint of their stores.

Solid social performance

Four pillars

Respecting each one's dignity and individuality and develop diversity

72%

of recruiters trained or made aware of the importance of eliminating discrimination (over the last 3 years)

71%

of the Group's total workforce is female, with 65% of managerial positions held by women

44%

of key Group positions are held by women

1.2%

of LVMH Group employees with disabilities worldwide (up 20% on 2019). The Group's intermediate objective is 2%.

Supporting the safety and well-being of our employees

4.23*

Group Accident Frequency rate, decreasing by 24.6% compared to 2019

0.14**

Group Accident Severity rate, decreasing by 12.5% compared to 2019

100%

of Group employees have access to an Employee Assistance Program (EAP) and financial assistance when facing a serious personal situation

€59.2 M

invested in health and safety (up 54% in 2019)

Transmitting our World heritage's savoir-faire

82%

of employees received training (all categories)

1,400

IME apprentices trained since 2014 across six countries (France, Switzerland, Italy, Spain, Japan and Germany)

65%

of Maisons have a structured training policy in place to help adapt to future needs

67

Virtuosos, have been selected as the first promotion of guardians of exceptional skills and expertise

Committing to a better society

575

partnerships established by Maisons with associations, NGOs, Foundations, around the world

502

associations, NGOs, Foundations supported around the world

765,000

people assisted thanks to these partnerships

29,000

employees involved into these partnerships

*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

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

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**.

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 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.

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.

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 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.

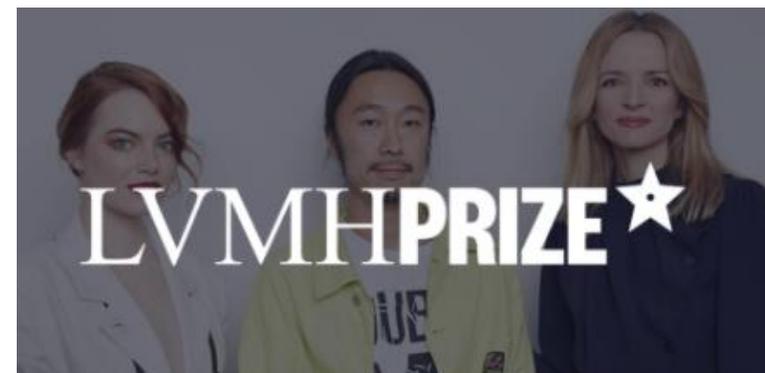
Main programs & initiatives



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



Disrupt, Act, Risk to be an Entrepreneur... DARE. Following a call for ideas sent to managers and high-potential talents from across the Group, 60 "idea sponsors" from 40 Maisons and 15 countries are selected to take part in each DARE session.



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.

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



Fendi, supporting Roman heritage
The Maison Fendi financed the restoration project of one of the most emblematic and historic places of the Italian capital—the Temple of Venus and Rome.



Le Château de la Colle Noire and the Beaux-Arts de Paris
Since December 2021, Résonance, the sculpture created by Clarisse Aïn who won the first Dior de la Colle Noire Award, has been installed at Château de la Colle Noire.



Restoring the Tuileries Garden
Moët Hennessy helps to "re-green" and restore the Tuileries Garden.

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
Director representing employees

Nicolas Bazire
Marie-Véronique Belloeil-Melkin
Director representing employees

Sophie Chassat¹
Charles de Croisset¹
Lead Director

¹Independent Director

Diego Della Valle
Clara Gaymard¹
Marie-Josée Kravis¹
Marie-Laure Sauty de Chalon¹
Yves-Thibault de Silguy¹
Natacha Valla¹
Hubert Védrine¹

Advisory board members

Yann Arthus-Bertrand
Lord Powell of Bayswater

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

* France, Italy, USA

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

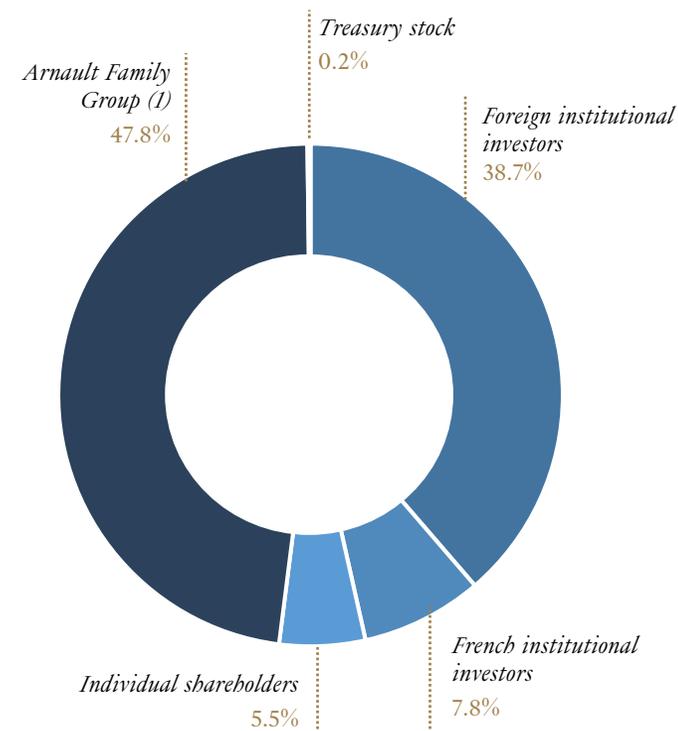
Marie-Josée Kravis¹
Chairman
Sophie Chassat¹
Charles de Croisset¹
Yves-Thibault de Silguy¹

Performance audit committee

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

A stable capital structure

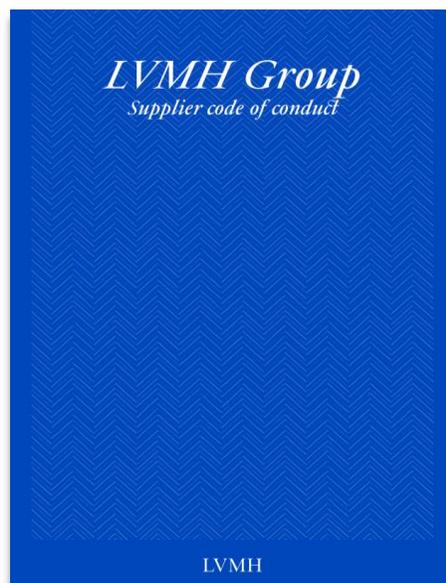
November 2021



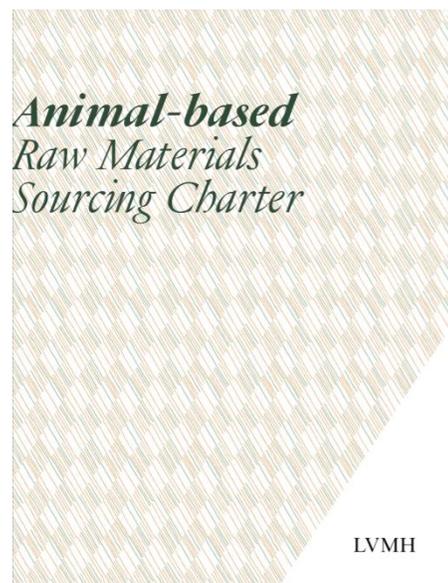
(1) Voting rights: Arnault family group 63.4%; Other 36.6%

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.



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)



Covers the full range of issues concerning the sourcing of fur, leather, exotic leather, wool and feathers

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



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.

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

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

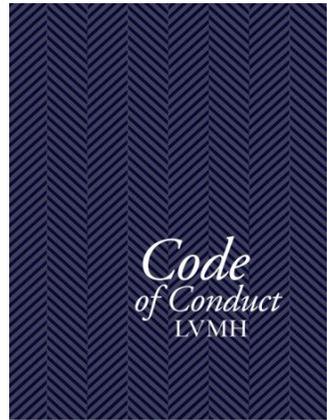
73% of our suppliers are based in Europe

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

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



WOMEN'S EMPOWERMENT PRINCIPLES

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 their 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.

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

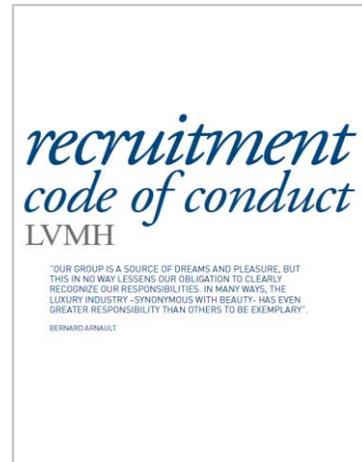
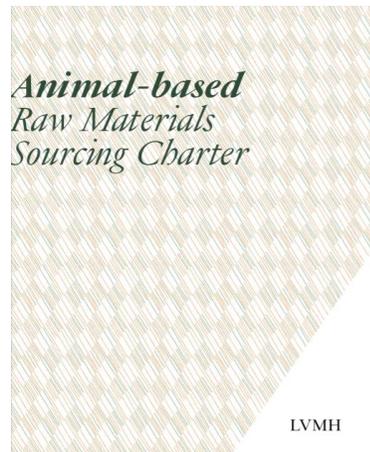
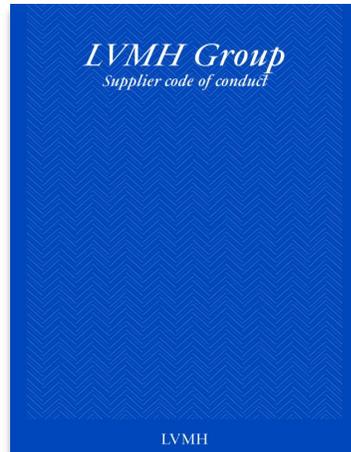
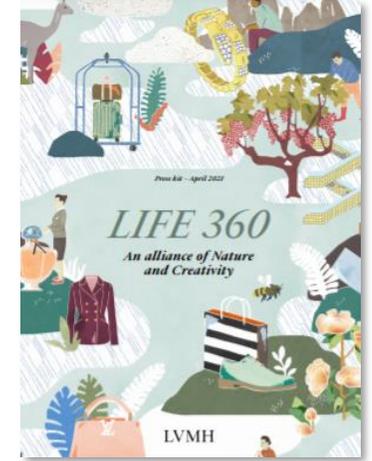
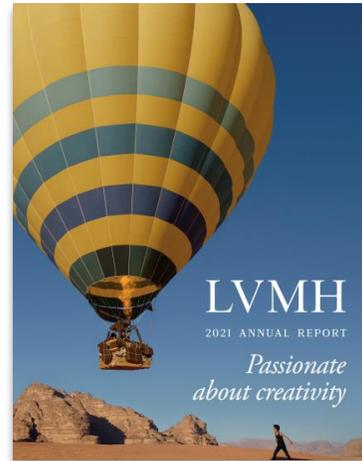
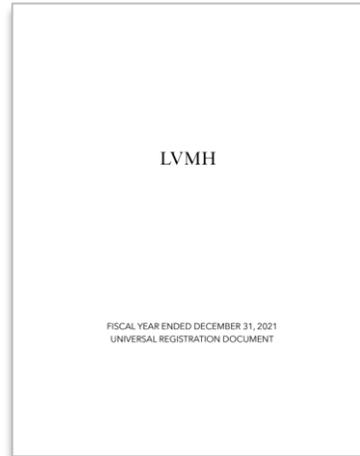
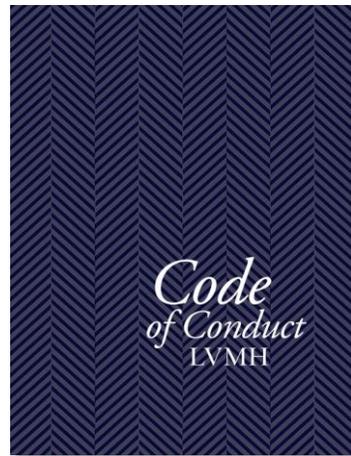
Having
a **positive**
impact on our
ecosystem and in
places we operate

*“Truly desirable products can only
come from sustainable businesses.”*

Annex

Public documents and policies in place

At LVMH



A recognized and certified strategy

ESG indices



Employer rankings



