Diversity & Inclusion at LVMH

It’s everyone’s business
Diverse by essence, inclusive by choice.

At LVMH, we are diverse by nature with a workforce that counts more than 170 nationalities and 4 generations with an average age of 34, operating in more than 80 countries.

From sourcing and production facilities to retail, our people encompass a wealth of hundreds of métiers, spanning every link in the value chain. We strongly believe in people’s uniqueness, in their talent, in their singularity – whatever their background.

We value differences of perspectives that make our business more creative, more innovative, and stronger every day.

To be inclusive is not a luxury. It’s a choice.

And it’s everyone’s business.
LVMH is formally committed to ensuring that all employees enjoy their rights irrespective of skin color, sex, religion, political convictions, national or social origin, age, disability, trade union membership, sexual orientation, or gender identity. Particular attention is accorded to vulnerable persons’ rights.

LVMH is a signatory of:

- The United Nations Standards of Conduct for Business Fighting against Discrimination towards LGBTI+ People.
- The International Labor Organization’s Labor Standards managing disabilities in the workplace.

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We commit to...

Fostering an inclusive culture based on respect where everyone can thrive and innovate to contribute to our long-term performance.

Offering an inclusive experience, beyond our work environment, where everyone that is part of our ecosystem - our people, partners and clients, feel welcomed, respected and represented.
Fostering a culture of inclusion

At LVMH, Diversity & Inclusion is cross-cutting at all our business. Challenges and opportunities vary around the world, and our Talents across the Group innovate daily to push boundaries towards common goals.

Our Maisons implement initiatives aligned with their context and strategies, the best of which are recognized each year by the Inclusion Index.

Our three pillars of actions are:

*People, Partners, Image*
People

LVMH and its Maisons aim to embed inclusive practices into the entire employee journey. We strive to ensure recruitment processes free of any forms of discrimination, as well as provide equitable career development opportunities to all. Our policies, from mobility to compensation and benefits, aim to further enhance diversity and equity within our Talent experience.

Regional employee networks also engage talents around the world on various topics of interest to further inform and nurture our Group culture. At Group level, the EllesVMH, the All LVMH Pride and the LVMH Employees of African Descents (LEAD) in North America continue to grow. A number of networks also exist within our different Maisons, addressing topics of local relevance.

“People are our most valuable resource and diversity is a true asset”

LVMH Code of Conduct

<table>
<thead>
<tr>
<th>ELLESVMH</th>
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<th>DISABILITY</th>
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<tbody>
<tr>
<td>50%</td>
<td>Salary equity</td>
<td>2%</td>
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<tr>
<td>of Women in Group Key Positions</td>
<td>by 2025</td>
<td>Employment of people with disabilities</td>
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LEARNING & DEVELOPMENT

| Unconscious bias training | 30 hours | ORIGINS |
| available to all | of coaching on demand | 30% |

of Black, Indigenous, and People of Color in key positions in North America
Partners

LVMH and its Maisons also aim to extend this vision through their entire supply chain. Through our Supplier Code of Conduct, we ensure that the partners we work with are aligned with our ethical principles for impact throughout our wider ecosystem.

Beyond our standards, we also encourage our Maisons to proactively diversify their supply chains, with examples of affirmative procurement initiatives to ensure that underrepresented groups are part of our journey. At the Group level, the LVMH Métiers d’Art’s initiative invests in entrepreneurs around the world to diversify our supply chain and ensure local positive impact.
LVMH and its Maisons are committed to crafting a more inclusive world. From our marketing campaigns to our store experience, we ensure that everyone feels represented and respected. At the Group level, we amplify and advocate for the promotion of diversity and inclusion through global communications, putting the spotlight on our engagement and reflecting our diversity of talents, sectors and métiers.

Our Maisons also strive to represent the diversity of our clients and reflect the plurality of the world, while mirroring the local fabric of societies.
Diversity & Inclusion
It's everyone's business.