



LVMH

ESG PRESENTATION

—

Building tomorrow's luxury

May 2023



“Our success is only worthwhile if it is also virtuous . Success can only last if it is fair . And if it benefits everyone, then it will be even greater. What’s the point of inspiring dreams with magnificent products if they don’t meet the highest social and environmental standards ?

We apply those standards for the benefit of our employees and our customers of course, for our stakeholders as well, but above all for our future .”

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 grounding in modernity.

75 *Maisons*

€79.2bn
revenue in
2022

>196,000
employees in
2022 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

Encouraging
creativity
within our
Maisons to sustain
organic growth

Committing to the
highest standard of
excellence
in craftsmanship

Permitting 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 publishes the *Supplier Code of Conduct*

2009

LVMH publishes *the Code of Conduct* and *the Recruitment Code of Conduct*

2017

LVMH creates *the Ethics & 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 Material Sourcing Charter*

2021

LVMH unveils its *LIFE 360 environmental strategy* with objectives for 2023, 2026 and 2030

LVMH Alert Line becomes accessible to all external stakeholders

LVMH signs its *Health & Safety Charter*

LVMH launches its *2025 CSR Roadmap*

The Group creates its *Diversity & Inclusion Department*

LVMH Group's 75 Maisons *sign Worldwide Engagements for Métiers d'Excellence « We for Me »*

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*

LVMH launches its *ESG Committee*

Our commitments in action



1. OUR COMMITTEMENT TO THE ENVIRONMENT

LIFE 360 ENVIRONMENT

Biodiversity
Circular Design
Climate
Traceability and transparency



2. OUR SOCIAL COMMITMENT

2025 CSR ROADMAP

Individuality and non-discrimination
Health, safety and well-being
Savoir-faire of Excellence
Commitment & Solidarity



3. OUR COMMITMENT TO CULTURE & CREATIVITY

CULTURE & CREATIVITY

Giving greater access to culture
Encouraging creativity
Making people aware of our Heritage
Supporting cultural institutions



4. OUR COMMITMENT TO SHAREHOLDERS

A SOLID GOVERNANCE

The Board of Directors
The management of our suppliers
Ethics and integrity in the conduct of our business



1.

OUR COMMITMENT TO
THE ENVIRONMENT

*Accelerating the rollout of
LIFE 360 strategy*

Ambitious environmental targets

LIFE 360 – 2023, 2026 and 2030 objectives

	TARGETS	2022 RESULTS	PROGRESS versus 2021
 <p>Biodiversity</p>	<p>2026 100% of strategic raw materials certified to preserve ecosystems and water resources</p> <p>2030 5 million hectares of flora and fauna habitat regenerated and/or restored</p>	<p><i>Certification of strategic supply chains:</i></p> <ul style="list-style-type: none"> • Cotton: 71% • Leather: 91% • LVMH vineyards: 94% <p>1.37 million hectares preserved or restored</p>	<p>↗ +10%</p> <p>↗ +10%</p> <p>↗ +2%</p>
	 <p>Circular design</p>	<p>2023 New circular design services: Repairs, upcycling, etc.</p> <p>2026 Packaging: Zero fossil-based virgin plastic</p> <p>2030 100% of new products covered by a sustainable design approach</p>	<p>39% recycled raw materials in glass and plastic packaging</p> <p>7,942 metric tons of fossil-based virgin plastic in customer packaging (8% reduction since 2019)</p>
 <p>Traceability/Transparency</p>	<p>2030 100% of strategic supply chains covered by a dedicated traceability system</p>	<p>9,500 products covered by a traceability system for informing customers</p> <p><i>Country of origin to be known for:</i></p> <ul style="list-style-type: none"> • Leather purchases: 86% • Wool purchases: 64% 	<p>↗ +137%</p> <p>↗ +10%</p> <p>↗ +2%</p>
	 <p>Climate</p>	<p>2026 50% reduction in energy-related GHG emissions (baseline: 2019)</p> <p>100% renewable or low-carbon energy in-store and on-site</p> <p>2030 55% reduction and/or avoidance of Scope 3 GHG emissions</p>	<p>SBTi-validated carbon trajectory</p> <p>11% reduction in energy-related GHG emissions (baseline: 2019)</p> <p>47% renewable energy in the Group's energy mix</p> <p>77% of stores equipped with LED lighting</p>



Taking further actions to preserve biodiversity

LIFE 360 objectives

All strategic raw material to be certified to preserve ecosystems and water resources (2026)

5 million hectares of flora and fauna habitat to be preserved, regenerated or restored (2030)

2022* results

Certifications Wine & Spirits:
94 % of LVMH's vineyards (vs 92 % in 2021)

Certifications Fashion & Leather Goods:
91 % of leather purchases (vs 81% in 2021)
100 % crocodilian farms
98 % of furs (vs 92 % in 2021)
71 % of cotton (vs 61 % in 2021)
39 % of wool purchases (24 % in 2021)

1.37 million hectares preserved or restored

Main programs & initiatives

Regenerating ecosystems



Forging further ahead to reduce our footprint

LVMH took further actions to preserve biodiversity by continuing the roll out of regenerative agriculture projects: in Turkey for cotton, in Uruguay and in Australia for merino wool, in South Africa for mohair, in France for all Moët Hennessy's vineyards as well as for some iconic ingredients of perfumes.

LVMH joined *One Planet Business for Biodiversity* focused on scaling up regenerative agriculture.

Strengthening links with nature

Forest destination

Since it was founded, over 250 years ago, Hennessy has had deep ties with forests: during the crucial aging stage, it is the interaction between the casks' oak wood and the eaux-de-vie that creates cognac. The Maison officially launched its "Forest Destination" program. The initiative aims to regenerate 50,000 hectares of forest worldwide by 2030.



The need to set impact metrics



LVMH x TNFD Forum

LVMH takes part in the international collective effort to standardize impact metrics. The Group was named as an active member of the Taskforce on Nature-related Financial Disclosure (TNFD). Its mission is to better map positive and negative actions relating to biodiversity.

Committing now to build a responsible future

Leaving beauty as a legacy

Parfums Christian Dior presented its Beauty as a Legacy 2030 strategy: an action plan to improve the impact of its activities on biodiversity and local communities by 2030. The Maison's initiatives include notably aiming to have 100% of its gardens and partner gardens operated using organic or regenerative farming practices by 2030.

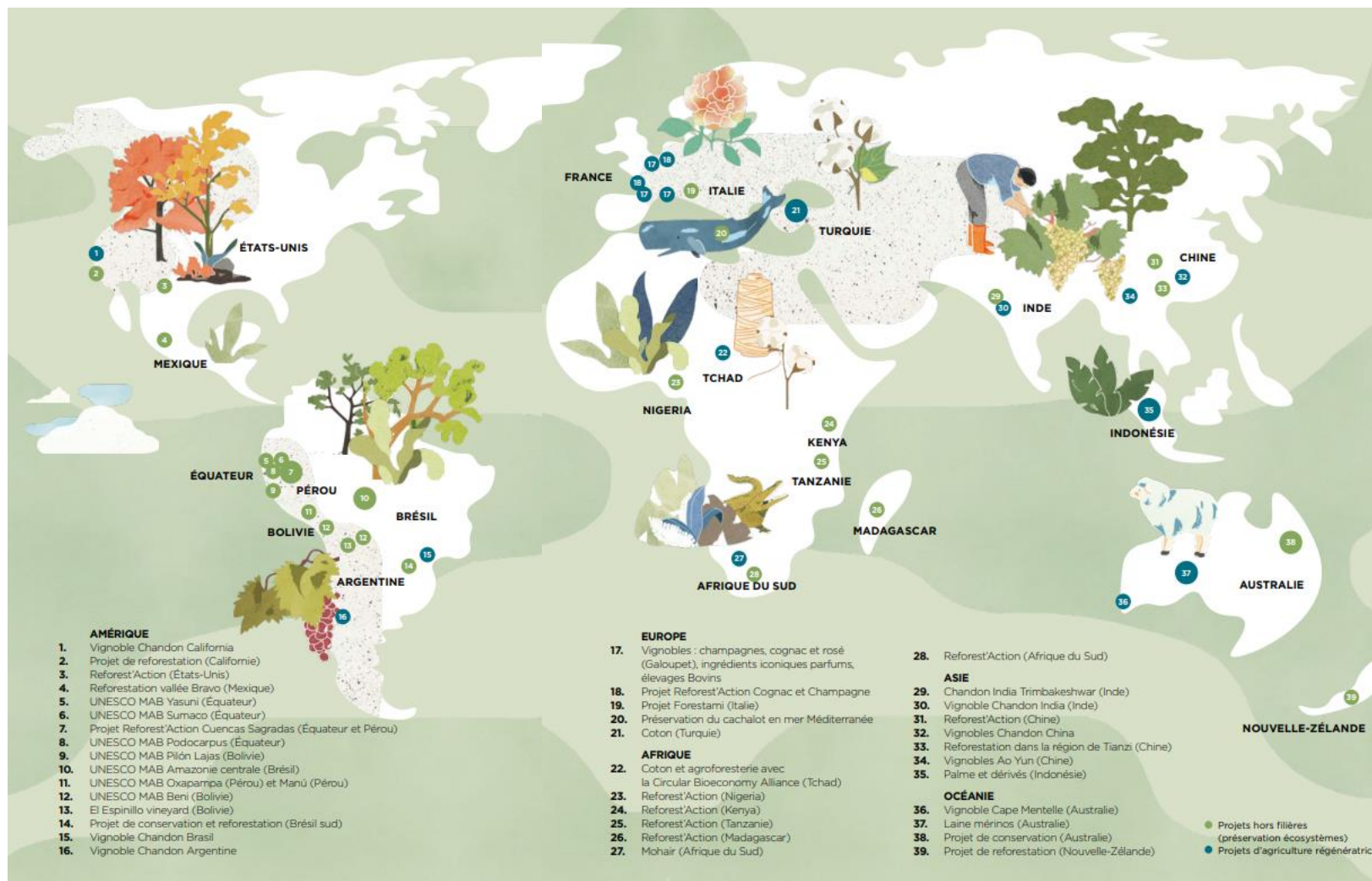


*information on Watches & Jewelry certification results is on page 12

Further information can be found in the 2022 Universal Registration Document – from pages 85 to 92.



The Group's projects for biodiversity





Fostering circular design

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)

2022 results

190,000 meters of fabric was upcycled with Nona Source (~7,600 fabric rolls) (vs 60,000 meters in 2021)

9 % reduction (7,942t vs 8,632t in 2021) in the amount of virgin fossil-based plastic used in customer packaging

Main programs & initiatives

Christian Dior Couture x Parley for the Oceans



Beachwear Capsule

A material created from upcycled marine plastic debris and fishing gear engineered into high-performance materials. Dior's artisans refined the recycled fibers into high-quality fabrics, such as jacquard.

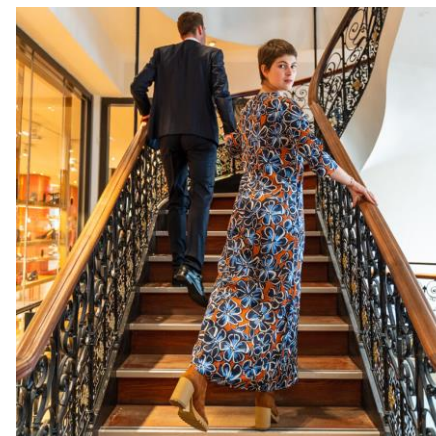
LV Trainer

Made from responsible recycled materials

Now made with 90% recycled and biobased materials: polyurethane, polyester, cotton, corn-based biodegradable plastics and even plastic waste for the laces.



Nona Source, circularity accelerator



Nona Source, the first online resale platform for upcycling exceptional textile materials of the Group's Fashion Maisons

Le Bon Marché Rive Gauche and Balthazar have developed capsule collections from upcycled textile of Nona Source.

The Watchmaker Zenith unveiled an upcycling project with Nona Source to transform sleeping textile stocks into watch bracelets.

Aqua Allegoria reinvented

The flagship collection of Guerlain was given a complete overhaul

Contains 90 % to 95 % natural ingredients and a recyclable screw-top bottle from 15% post-consumer recycled glass. Refilling cuts carbon emissions by 60%, glass by 24% and plastics by 44%.





Committing to the pursuit of excellence for **traceability** (1/2)

LIFE 360 objectives

All strategic supply chains to have a dedicated traceability system (2026)

All of our strategic supply chains will integrate dedicated traceability systems (2030)

2022 results

The source of materials was known for:
 86 % of leather (vs 76 % in 2021)
 89 % exotic leather (vs 90 % in 2021)
 89 % of furs (vs 87 % in 2021)
 32 % of cotton (vs 27 % in 2021)
 64 % of wool (62 % in 2021)

Main programs & initiatives

« Upstream Traceability » Task Force

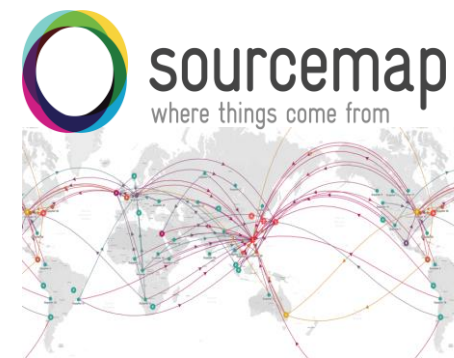


To raise awareness of the most rigorous traceability methodologies

More than 25 Maisons of the Group continued its drive to raise awareness across its supply chains.

A comprehensive review of existing standards was completed, with a special focus on gold. The task force identified the most effective traceability systems, and some of these have now gone live after being trialed in the most complex supply chains such as cotton.

Rolling out a « Chain of Custody » approach



Sourcemap Pilote Project

After a successful pilot project of Sourcemap in 2022, involving 12 Maisons and nearly 450 suppliers, the Group aims to extend the use of the tool in 2023 to cover several strategic materials.

Aura Blockchain Consortium

Consortium x Sarine

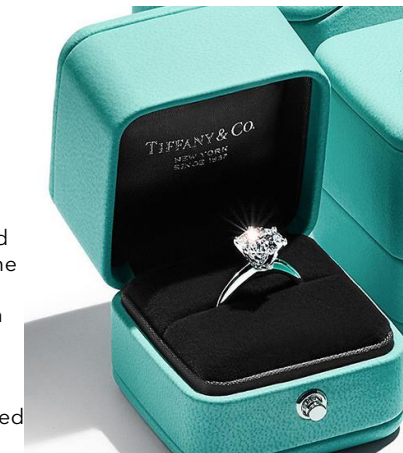
In 2022, Aura Blockchain consortium - launched in 2021 by LVMH, Prada Group and Cartier - announced a partnership with Sarine (a diamond authentication specialist) to provide full supply chain traceability for diamonds.



Tiffany & Co, full traceability for rough diamonds

An approach in line with its DNA of « engagement rings specialist »

In 2021, Tiffany & Co introduced full traceability for all rough diamonds used in its pieces all the way back to the mine of origin. They come mainly from Botswana, Canada, Namibia and South Africa. All of the gold, silver and platinum used is also traceable to the mine or the recycler. In addition, the Maison purchased its Fairmined-certified gold from mines in Peru.





Committing to the pursuit of excellence for transparency (2/2)

2022 results

Certifications Watches & Jewelry
 99.5 % of diamonds (vs 99.9 % in 2021)
 96 % of gold (vs 98 % in 2021)
 —
 9,500 products were sold with an information system (vs 4,000 in 2021)

Main programs & initiatives

LORO PIANA, launching digital certification



Loro Piana x Aura Blockchain

Loro Piana has issued a digital certificate elaborated with Aura Blockchain Consortium guaranteeing transparency and traceability for its products : from the animal husbandry to the store. To begin with, the certificate will apply to products made of *The Gift of Kings*® wool.

Environmental information

LVMH x Fairly Made

LVMH has taken part in French and European methodological work on environmental labelling.

LVMH already collaborates with Fairly Made for the Fashion and Leather Goods' environmental labelling of its Maisons. Patou uses this traceability/transparency solution for 55 references and targets 100 % by the end of 2023.



FENDI, continuous progress



Fashion Transparency Index

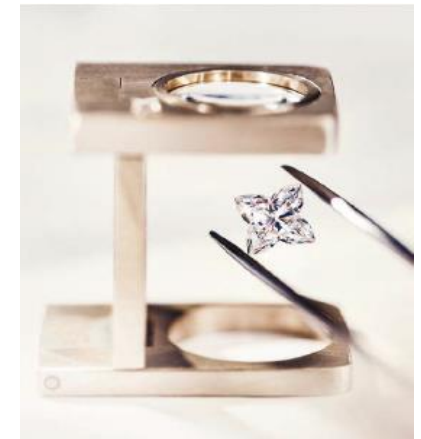
This index evaluates performance with regard to transparency, environmental and societal policies together with impacts in their own operations and in their supply chains.

For the fourth year in a row, Fendi was still one of the highest-ranking companies with a score of 53/100 (+10 pts vs 2021).

Louis Vuitton, innovating for traceability

Digital certificate for diamonds

For the collection LV Diamonds, Louis Vuitton presented the first of the very first digital certificate of diamonds secured and available to the end customer.

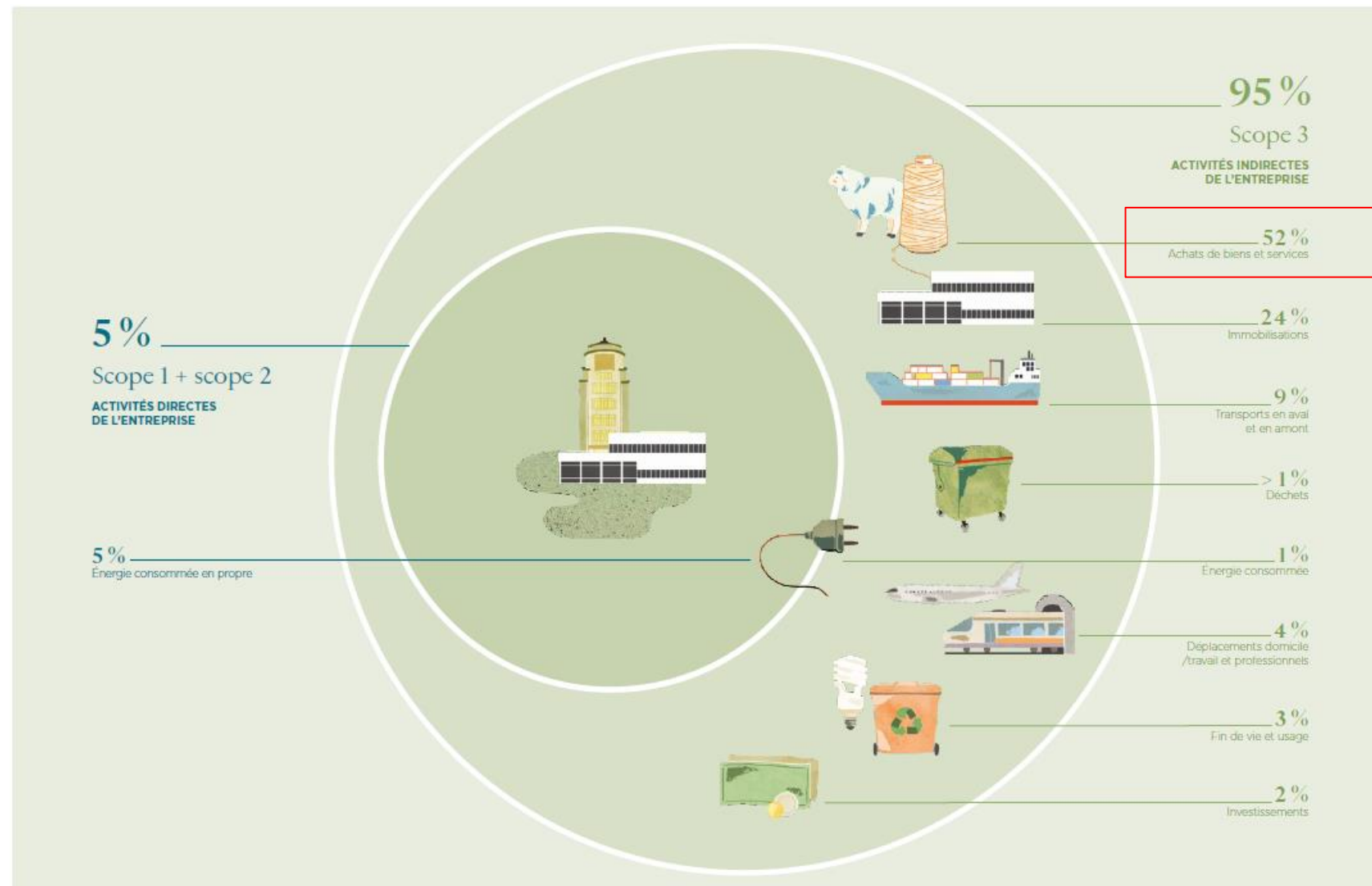




Climate : the Group's carbon footprint in 2022

LE BILAN CARBONE DE LVMH
PAR GROUPE D'ACTIVITÉS

	SCOPE 1 + SCOPE 2 Base 100% incluant les investissements	SCOPE 3 Base 100% incluant les investissements
Vins & Spiritueux	8%	11%
Mode & Maroquinerie	41%	52%
Parfums & Cosmétiques	5%	10%
Montres & Joaillerie	4%	15%
Distribution sélective	34%	6%
Autres activités	8%	6%
Total des émissions	329420 teqCO₂	6135 000 teqCO₂





Acting for the Climate

LIFE 360 objectives

50 % reduction in energy-related GHG emissions (baseline: 2019)

100 % renewable or low-carbon energy in-store and on-site (2026)

55 % reduction and/or avoidance of Scope 3 GHG emissions (2030)

2022 results

11 % reduction in energy-related GHG emissions (baseline: 2019)

47 % (vs 39 % in 2021) renewable energy in the Group's energy mix/77 % of stores equipped with LED lighting (vs 57 % in 2021)

15 % reduction of Scope 3 GHG emissions (baseline 2019)

Main programs & initiatives

Raising the bar to show the way forward



LVMH x new standards

The Group takes into account the evolution of international protocols notably the one related to the measure of emissions linked to the storage activities and is working towards adopting two new frameworks, the SBTi FLAG Guidance and the GHG « Land Sector and Removal Guidance »

Tiffany x Net Zero pathway by SBTi

Tiffany's trajectory was approved by SBTi with a target and roadmap combined related to a sourcing of recycled materials for all of its precious metals and 100 % of renewable energies by 2030.

Heeding the French government's call for nationwide action

Energy efficiency plan

LVMH adopted an energy efficiency plan featuring three flagship measures concerning lighting in stores and administrative offices, ambient temperatures at workshops, administrative and retail sites, and energy-saving measures to be adopted by all employees.

Sephora managed to reduce its energy consumption by 19.6 % between October and December 2022.



Actively engaging with all stakeholders



LVMH x Hang Lung Properties

LVMH announced the launch of a pioneering partnership with Hang Lung Properties, a leading owner of more than hundred shopping malls in China, with an objective to shrink the stores' environmental footprint through coordinated action by the tenant and owner.

Highest priority, reducing Scope 3

The sourcing/packaging issue: Veuve Clicquot x Canopy

The use of recycling materials leads to a significant reduction of carbon emissions. Veuve Clicquot collaborated with Canopy to develop a new packaging combining hem and recycled paper.





2.

OUR SOCIAL
COMMITMENT

*Guaranteeing the development of
our talents and accompanying a
very strong rebound level of our
activities*

Strong social performance

PILIER STRATÉGIQUE	RÉSULTATS 2022	ÉVOLUTION VS 2021	OBJECTIFS 2025	PROGRAMMES MAJEURS LVMH
Singularité et non-discrimination	<p>45 % de femmes dans les postes clés</p> <p>1,4 % de personnes en situation de handicap dans les effectifs</p> <p>73 % des recruteurs formés à la non-discrimination</p> <p>24 % des postes de leadership aux États-Unis occupés par des personnes autochtones, noires et de couleur à la non-discrimination</p>	<p>↗ +2%</p> <p>↗ +17%</p> <p>↗ +1%</p>	<p>50 % de femmes dans les postes clés</p> <p>2 % de personnes en situation de handicap dans les effectifs</p> <p>100 % des recruteurs formés à la non-discrimination sur les 3 dernières années</p> <p>30 % des postes de leadership aux États-Unis occupés par des personnes autochtones, noires et de couleur (en 2026)</p>	<ul style="list-style-type: none"> • EllesVMH • Inclusion Index • LVMH Disability Inclusion • Formation « Recruter sans discriminer »
Santé, sécurité et bien-être	<p>81 % des employés sont couverts par une démarche de santé et sécurité structurée dans leur Maison</p> <p>89 % des employés bénéficient d'une revue périodique de la démarche santé et sécurité de leur Maison</p> <p>87 % des employés bénéficient d'une analyse annuelle des résultats santé et sécurité par les Comités de Direction de leur Maison</p> <p>33 % des employés sont sensibilisés à la prévention et aux gestes de première urgence</p> <p>100 % des Maisons célèbrent la santé, la sécurité et le bien-être au travail, une fois par an</p>	<p>↗ +13%</p> <p>↘ -6%</p> <p>↗ +4%</p> <p>↗ +57%</p> <p>→ stable</p>	<p>100 % des 5 engagements de la Charte santé et sécurité atteints</p> <ol style="list-style-type: none"> 1 - Identifier les enjeux santé et sécurité 2 - Élaborer un plan d'action dédié à la santé et la sécurité 3 - Déployer et manager la démarche de santé et sécurité 4 - Engager chaque collaboratrice et collaborateur dans la démarche de santé et sécurité 5 - Maintenir une culture vertueuse pour un écosystème sûr 	<ul style="list-style-type: none"> • Démarche de santé et sécurité • Code de Conduite LVMH • LVMH Heart Fund • Principes Fair Wage • Charte sur « les conditions de travail des mannequins et leur bien-être » • Boîte à outils santé et sécurité
Savoir-faire d'Excellence	<p>8 000 personnes recrutées dans les Métiers d'Excellence</p> <p>+ de 1 600 collègues sensibilisés aux Métiers d'Excellence à travers le programme « Excellent! »</p>		<p>Assurer les 22 000 recrutements nécessaires dans les Métiers d'Excellence (2024)</p> <p>3 000 collègues sensibilisés aux Métiers d'Excellence à travers le programme « Excellent! »</p>	<ul style="list-style-type: none"> • Pacte WE for ME • Les Métiers d'Excellence • DARE • INSIDE LVMH
Engagement et solidarité	<p>+ de 1 million de personnes aidées dans l'année</p> <p>842 partenariats à caractères sociaux et sociétaux noués par les Maisons avec des associations et fondations agissant pour l'intérêt général</p>	<p>↗ +35%</p> <p>↗ +46%</p>	<p>100 % des Maisons donneront la possibilité à leurs collaborateurs de s'engager pour une action au bénéfice de l'intérêt général</p>	<ul style="list-style-type: none"> • Dîner des Maisons engagées • Partenariats sur l'insertion et l'éducation • LIVE - L'Institut des Vocations pour l'Emploi

Valuing individuality

2025 objectives

All recruiters trained to non-discrimination

50 % of women in Group key positions

2 % employment of people with disabilities

2026 objectives

30% of leadership roles in the United States held by black, indigenous and people of color

2022 results

73 % (vs 72 % in 2021) of recruiters trained to non-discrimination

45 % (vs 44 % in 2021) of women in Group key positions

1.4 % (+17 % vs 2021) employment of people with disabilities

24% of leadership roles in the United States held by black, indigenous and people of color

Main programs & initiatives

Further training to fight prejudice



LVMH launches an online training course

The Group launches an online training course entitled « Managing prejudice and promoting inclusion at LVMH » for all teams - including production, sales and marketing - and covering all staff members right up to executive level.

Overcoming prejudices related to autism

Guerlain x Vivre et Travailler Autrement

Guerlain's La Ruche production site is working with nonprofit Vivre et Travailler Autrement (VETA) to support staff members and make adjustments to their workstations. The Guerlain site now employs four autistic people and aims to employ six young adults with severe autism by 2025.



Moving toward gender parity with EllesVMH



Quantifiable targets

The aim of the EllesVMH's program is to achieve gender equality in key roles and equal pay at the worldwide level by 2025. In 2022, 45 % of LVMH's key roles were held by women up from 23 % in 2007 and 18 of its Maison Presidents and Division CEOs were women.

Impactful initiatives with the Inclusion Index

LVMH launched the **Inclusion Index** in 2018 in order to spotlight the D&I initiatives within the Group. While the Inclusion Index has historically focused on gender equality and LGBT+inclusion, in 2022 it expanded to cover all dimensions of D&I.

Beyond Women's Career, a mentoring program by LVMH Iberia, won the 2022 Inclusion Index award in the Gender Equity category.



Taking action to ensure the well-being of our employees

2025 objective

Fullfill the five commitments of the new Health & Safety Charter

2022 results

81 % (+13 % vs 2021) of employees are covered by a formal health and safety approach within their Maison

89 % (-6 % vs 2021) of employees work in a Maison whose Management Committee periodically reviews its health and safety approach

87 % (+4 % vs 2021) of employees work in a Maison whose Management Committee analyzes health and safety annually

33 % (+57 % vs 2021) of employees have received training in risk prevention and first aid

100 % of Maisons (unchanged) celebrate health, safety and well-being at work once a year

Main programs & initiatives

Promoting physical and mental health



The mental health of employees is a central concern at LVMH North America

LVMH North America which uses specific tools to foster a culture that is inclusive and attentive to well-being. These include the Mental Health First Aid certification program to enable employees to identify and provide an initial response to any mental health issues that their colleagues might experience.

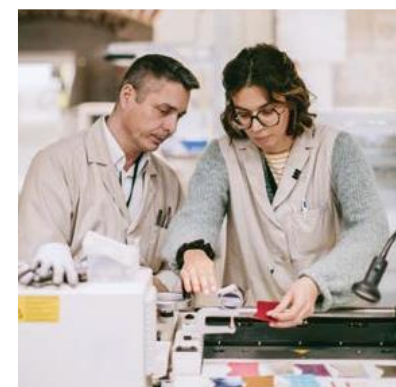
Listening to employees

Parfums Christian Dior x Your Well-Being Matters

In Spain, PCD looks at staff members' perceptions and expectations in nine areas. In 2022, employees' opinions were also sought on a further four topics such as emotional well-being including sources of stress at work. Thanks to this project, PCD and LVMH Beauty Iberia have received « Health organization » certification from AENOR



Fostering a zero-accident culture



Louis Vuitton's focus health & safety approach

Louis Vuitton aims to achieve zero accidents for all of its production teams. The approach is aligned with the LVMH Charter and is based on observing, analyzing and dealing with risks. It is implemented through action, training and vigilance among all teams.

Ongoing support with LVMH Heart Fund

LVMH Heart Fund

Launched in 2021, this fund provides a global emergency and support for all LVMH's 196,000 staff members. It will help employees suddenly faced with a serious personal situation by providing them with emergency financial aid as well as dedicated social and psychological support. Between its launch in 2021 and the end of 2022, the LVMH Heart Fund received more than 4,000 requests including 2,700 in 2022 across five continents.

Heart
Fund

LVMH

Passing on the **savoir-faire** required to achieve excellence

Objectives

Ensure 22,000 recruitments in Métiers d'Excellence by 2024

Raise awareness of 3,000 middle school about Métiers d'Excellence through the « Excellent! » program by 2025

2022 results

8,000 recruitments Métiers d'Excellence

More than 1,600 middle school students took part of the « Excellent! » program

Main programs & initiatives

Safeguarding the Group's future



We for Me agreement

WE for ME is an agreement signed in 2021 by the Group's 75 Maisons intended to future-proof all of LVMH's essential skilled professions. This agreement involves initiatives such as « Excellent! » program to raise awareness about professions in the luxury goods industry in which 1,600 middle school students in France and Italy took part in 2022.

Welcoming all young people

A good start for INSIDE LVMH

With **INSIDE LVMH**, the Group welcomes all young people into the heart of the luxury goods industry and into its 75 Maisons. The program gives them an insight into all aspects of the various jobs and career path available in the Group. Participants can also obtain the INSIDE LVMH Certificate. Since it was launched in May 2021, 40,000 young people- 43 % of those enrolled in the program - across four cohorts have obtained the Certificate.



A record-breaking cohort in 2022



Métiers d'Excellence

Métiers d'Excellence aims to pass on the Group's unique savoir-faire, to hone people's skills and build on the 280 Professions of Excellence of LVMH. Since 2014, more than 2,000 apprentices have received training in design, craft and customer experience fields. In 2022, 91 % of them obtained their LVMH Certificate of Excellence and 75 % of them joined one of the Group's Maisons or one of their partners.

Recruiting and developing people with major potential

SPRING offers highly innovative career pathways

SPRING is the 1^{er} graduate program of the Group. It offers highly innovative and stimulating career pathways to young recruits who have major professional development potential. The first cohort started in 2022 comprised 14 recent graduates.



Achieving a greater societal impact at LVMH

2025 objectives

100 % of Maisons will give their staff the opportunity of taking part in a public-interest initiative

2022 results

Over 1 million people helped during the year (+35 % vs 2021)

842 (+46 % vs 2021) social partnerships formed by the Maisons with nonprofits and foundations acting in the public interest

Main programs & initiatives

Helping children exposed to situations that can threaten their safety, health and well-being



Louis Vuitton x UNICEF

Since 2016, **Louis Vuitton** made a commitment to working alongside **UNICEF** to collect funds for children exposed to conflict, disease, natural catastrophes and other situations that threaten their safety and well-being. It raises those funds by selling its exclusive Silver Lockit collections, which refreshes every year.

Achieving greater social impact

Tiffany Atrium

The initiative was launched in 2022 and offers opportunities to communities that have historically been underrepresented in this industry. The Maison is fulfilling its commitment to a fairer and more inclusive jewelry industry.



Committed to long-term actions



Dîner des Maisons engagées (Committed Companies Dinner)

LVMH has been actively involved in the fight against sickle cell anemia since 2011, providing support for teams at Robert Debré Hospital in Paris, one of the world's leading research centers for the disease. The « **Dîner des Maisons engagées** » is an annual fundraising dinner attended by numerous LVMH Maisons and their partners.

Helping people who have been marginalized in the job market

LVMH x Nos Quartiers ont des Talents

LVMH has a long-term partnership with this nonprofit organization whose remit is to help young graduates from disadvantaged urban areas find jobs and apprenticeship opportunities. In 2022, 197 executives mentored young people through the partnership, and since 2007 more than 850 young people have found a job with the help of an LVMH staff member.





3.

OUR COMMITMENT TO
CULTURE & CREATIVITY

—

*Sharing our passion about art
and creativity with a broad
public throughout the world*

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. In 2022, Bernard Arnault continued to sustain the restoration work which will carry on for several years.



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 more than nine million visitors from all around the world.**

Over 200 000 visitors participated to the **fifth edition of the Journées Particulières** : A total of **93 places and at 57 Maisons in 15 countries** opened their doors to the public with no admission fee in October 14, 15 and 16 2022.



Further information can be found in the 2022 Universal Registration Document – from pages 132 to 137.

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.

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.

Passionate about creativity



Fendi re-Enchants Villa Medici

Fendi and the French Academy in Rome with support from the Mobilier National unveiled their collaborative refurbishing of six historic reception rooms at Villa Medici.



Louis Vuitton, unveils « 200 trunks, 200 visionaries » to celebrate its bicentenary anniversary

Paying tribute to Louis' innovative legacy, the exhibition offers a stage for these original and unique pieces created by 200 visionaries and friends of the Maison.



Loewe Foundation Craft Prize

Dahye Jeong, the prize winner, crafted a piece in the form of a basket from horsehair, using a 500-year-old hat-making technique thought to be a lost skill in Korea.



4.

OUR COMMITMENT TO SHAREHOLDERS

—

*Driving long-term value
creation, and protecting its
corporate interests, focusing in
particular on the social,
environmental and climate-
related issues*

A solid governance

Board of Directors

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

Clara Gaymard¹
Marie-Josée Kravis¹
Laurent Mignon¹
Marie-Laure Sauty de Chalon¹
Yves-Thibault de Silguy¹
Natacha Valla¹
Hubert Védrine¹

Advisory board members

Yann Arthus-Bertrand
Diego Della Valle
Lord Powell of Bayswater

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

* France, Italy and USA

3 Committees

Ethical and sustainable development committee

Yves-Thibault de Silguy¹
Chairman

Delphine Arnault
Marie-Laure Sauty de Chalon¹
Hubert Védrine¹

Governance and compensation committee

Natacha Valla¹
Chairman
Sophie Chassat¹
Marie-Josée Kravis¹
Charles de Croisset¹

Performance and audit committee

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

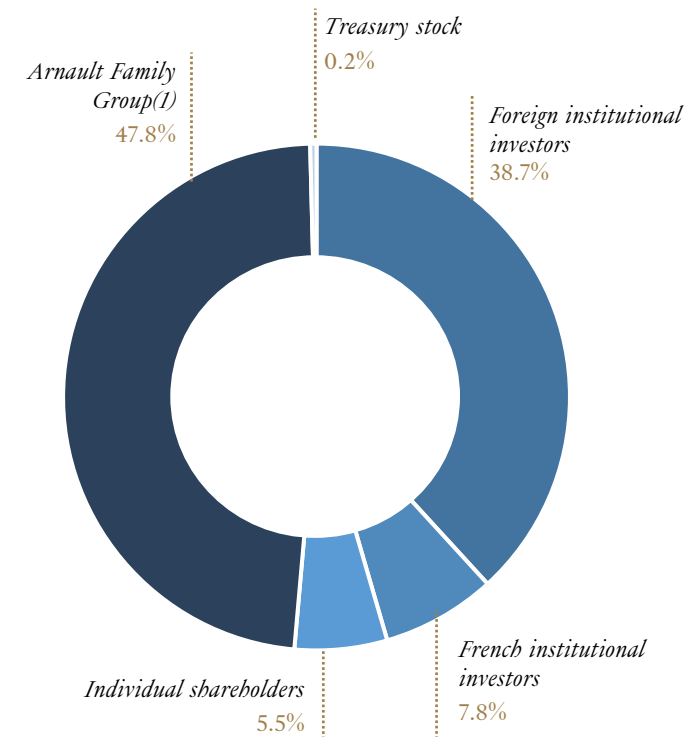
1 ESG Committee

Launch in 2022, the committee gathers the Group's operational directions.

It monitors and coordinates the implementation of LVMH's strategic ESG objectives, conducts the international reporting and the consolidated communication of performances.

A stable capital structure

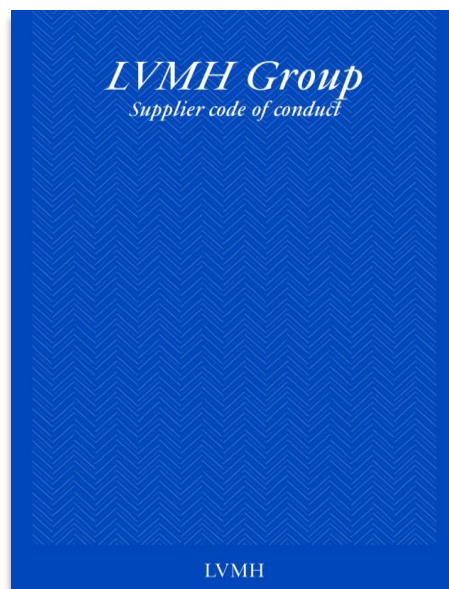
December 2022



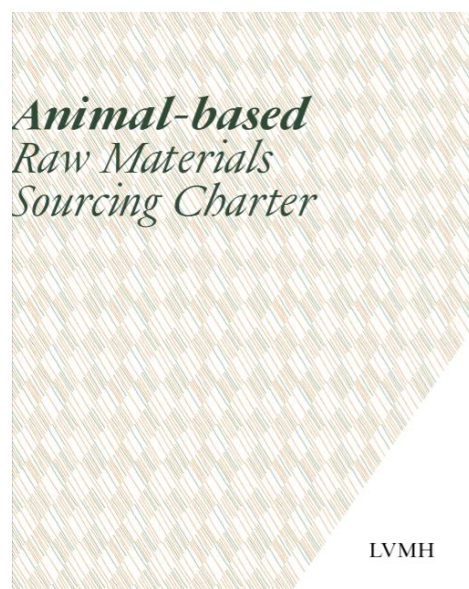
(1) Voting rights: Arnault Family Group 63.9%; Other 36.1%

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 2021 in relation to their risk levels (with respect to human rights, to the environment and to corruption) representing.

90 %
of Group expenditure

The risk mapping will be reconducted in 2024 based on 2023 data.

Risk management

a pour but de s'assurer de l'adoption par les partenaires de pratiques respectueuses de l'environnement et des droits humains.

> 1,600 audits
were undertaken in 2022
at 1,384 suppliers and subcontractors

7% of our suppliers did not meet the standard set by the Group in 2022

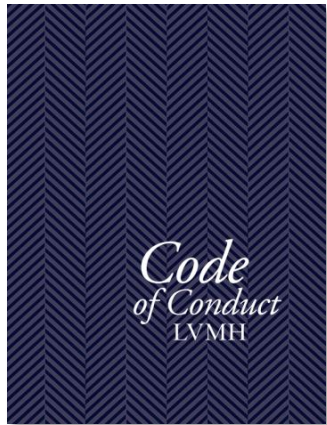
78% of our suppliers are based in Europe

89% of direct purchases in the Fashion & Leather Goods division are coming from Europe

Ethics and integrity in the conduct of our business

The LVMH group is **strongly committed to adopt and promote exemplary integrity and ethics** in the **conduct of its business** and in its **relations with all partners**. 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



Common ethical foundation for the Group and its Maisons, gathering the rules that each employee must follow in the course of their daily activities.

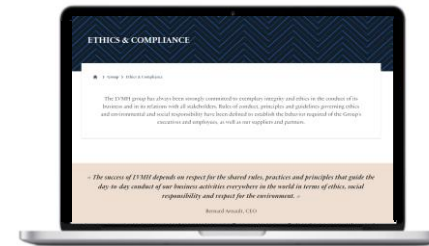
Respecting & Supporting Human Rights



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 and respects the LGBTI standards of the United Nations. Within its sphere of influence, LVMH supports the values, freedoms and fundamental rights promoted in these texts.

«Privacy, Ethics and Compliance Governance»



A dedicated governance structure, communication and training

- The Privacy, Ethics & Compliance Department steers and coordinates the Group's compliance actions as regards the fight against corruption and money laundering, personal data protection, and respect of international sanctions and human rights
- Each Maison has its own organizational and governance structure adapted to its specificities.
- Regular communication is conducted internally on privacy, ethics and compliance topics. Appropriate training is provided to employees.

Alert Line LVMH



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

Encouraging
creativity
within our
Maisons to sustain
organic growth

Committing to the
highest standard of
excellence
in craftsmanship

Permitting each
Maison's
entrepreneurial
spirit to thrive

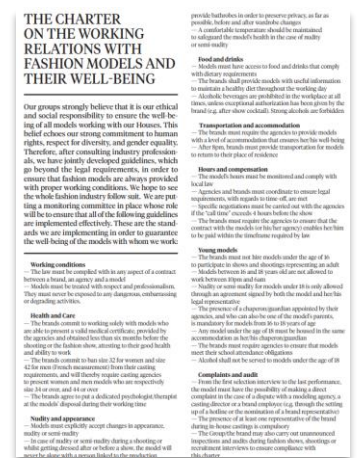
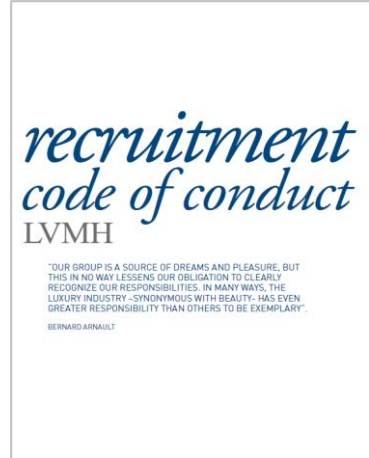
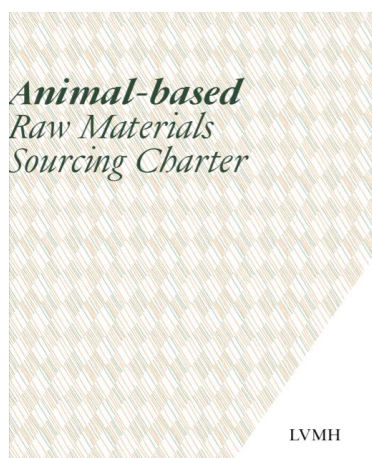
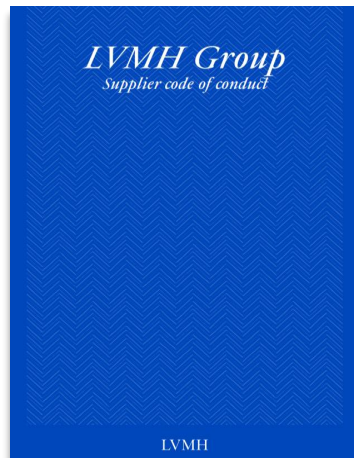
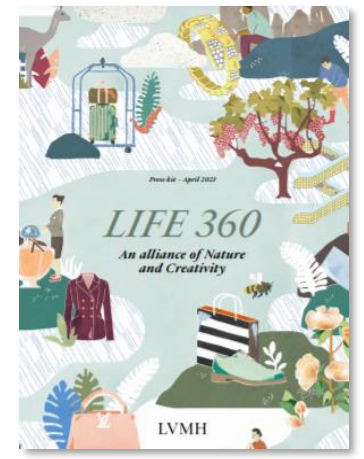
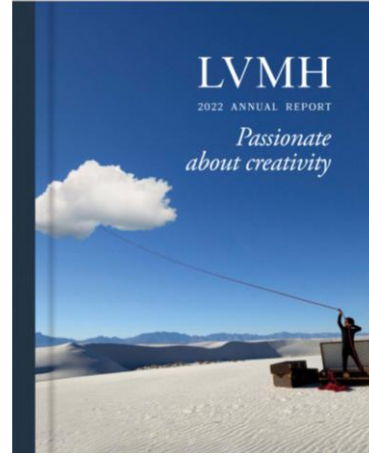
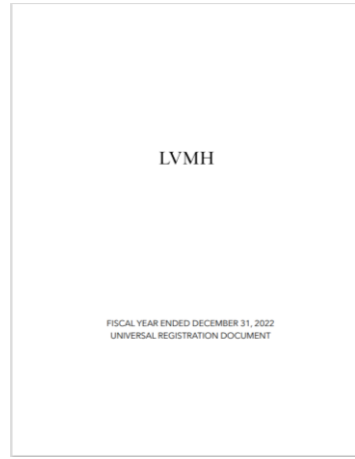
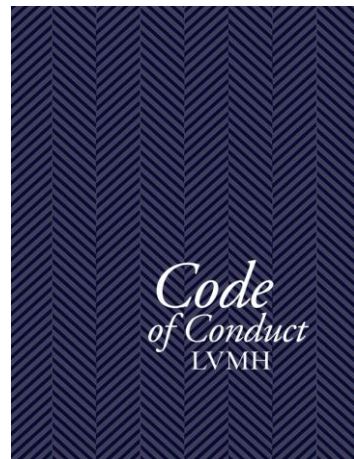
Having a
positive impact
on our ecosystem
and in places we
operate

“Our success is only worthwhile if it is also virtuous. Success can only last if it is fair. And if it benefits everyone, then it will be even greater.”

Appendix

Public documents and policies in place

At LVMH



A recognized and certified strategy

ESG indices



FTSE4Good



DRIVING SUSTAINABLE ECONOMIES



MOODY'S | ESG Solutions



Sustainability Award
Industry Mover 2021

S&P Global



Employer rankings



