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

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

2003
LVMH joins the United Nations Global Compact

2008
LVMH publishes the Supplier Code of Conduct

2009
LVMH publishes 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 Ethics & Compliance Department

2019
LVMH signs the United Nations Standards of Conduct for business tackling discrimination against LGBT+ people

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

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

2022
LVMH revises the Supplier Code of Conduct

LVMH launches its ESG Committee
# Our commitments in action

| 1. OUR COMMITMENT 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**

<table>
<thead>
<tr>
<th>TARGETS</th>
<th>2022 RESULTS</th>
<th>PROGRESS versus 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Biodiversity</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 2026 | 100% of strategic raw materials certified to preserve ecosystems and water resources | Certification of strategic supply chains:  
• Cotton: >89%  
• Leather: >91%  
• UV/UVa: >91%  
• LSR: >89% |  |
| 2030 | 5 million hectares of flora and fauna habitat regenerated and/or restored | 1.37 million hectares preserved or restored |  |
| **Circular design** |  |  |
| 2023 | New circular design services: Repairs, upcycling, etc. | 39% recycled raw materials in glass and plastic packaging  
7,942 metric tons of fossil-based virgin plastic in customer packaging (8% reduction since 2019) |  |
| 2026 | Packaging: Zero fossil-based virgin plastic |  |  |
| 2030 | 100% of new products covered by a sustainable design approach |  |  |
| **Traceability/Transparency** |  |  |
| 2020 | 100% of strategic supply chains covered by a dedicated traceability system | 9,500 products covered by a traceability system for informing customers  
Country of origin to be known for:  
• Leather purchases: 86%  
• Wool purchases: 64% |  |
| **Climate** |  |  |
| 2026 | 50% reduction in energy-related GHG emissions (baseline: 2019)  
100% renewable or low-carbon energy in-store and on-site | 18% validated carbon trajectory  
11% reduction in energy-related GHG emissions (baseline: 2019)  
47% renewable energy in the Group's energy mix  
77% of stores equipped with LED lighting |  |
| 2030 | 55% reduction and/or avoidance of Scope 3 GHG emissions |  |  |
**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**

Forcing 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 TNDF 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.
The Group’s projects for **biodiversity**

---

10 ESG — Building tomorrow’s luxury

---

**AMERICAS**
1. Chandon California vineyard
2. Revitalization project (California)
3. Richelieu Actions United States
4. El Dorado Valley restoration (Kerstens)
5. UNESCO MAI Amazon (Ecuador)
6. UNESCO MAI Amazon (Equator)
7. Revitalization project (Amazonia project (Ecuador and Peru))
8. UNESCO MAI Tapistre (Ecuador)
9. UNFCCC MAI Río de la Plata (Bolivia)
10. UNFCCC MAI Central Amazona (Brazil)
11. UNFCCC MAI Amazon (Peru) and Pantanal (Pará)
12. UNFCCC MAI Tari (Bolivia)
13. Italo Tapistre (Peru)
14. Conservation and reforestation project (Southern Brazil)
15. Chandon Brazilian vineyard
16. Chandon Argentina vineyard

**EUROPE**
17. Championing natural food for health and sustainability
18. Championing biodynamics
19. Championing biodiversity
20. Championing sustainability
21. Champion (Turkey)

**AFRICA**
22. Championing biodiversity with the Circular BioEconomy Alliance (Food)
23. Championing biodiversity
24. Championing biodiversity
25. Championing biodiversity

**OCEANIA**
26. Championing biodiversity
27. Mommy (South Africa)
28. Championing biodiversity
29. Championing biodiversity
30. Championing biodiversity
31. Championing biodiversity
32. Championing biodiversity
33. Championing biodiversity
34. Championing biodiversity
35. Championing biodiversity
36. Championing biodiversity
37. Championing biodiversity
38. Championing biodiversity

---

*Note: The map illustrates various projects worldwide involving biodiversity initiatives.*
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)

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.

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.

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

LV Trainer
Made from responsible recycled materials
Now made with 90% recycled and biobased materials: polyrethane, polyester, cotton, corn-based biodegradable plastics and even plastic waste for the laces.

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%.

Further information can be found in the 2022 Universal Registration Document — from pages 80 to 84.
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.

**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.

**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.

**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.

Further information can be found in the 2022 Universal Registration Document – from pages 92 to 94.
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
**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.

**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.

**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.

**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 him and recycled paper.

Further information can be found in the 2022 Universal Registration Document – from pages 95 to 101.
2. OUR SOCIAL COMMITMENT

Guaranteeing the development of our talents and accompanying a very strong rebound level of our activities.
### Strong performance

#### Key Aspects of the Strategy

<table>
<thead>
<tr>
<th></th>
<th>2022 Results</th>
<th>Change vs. 2021</th>
<th>2025 Targets</th>
<th>Major LVMH Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuality and non-discrimination</td>
<td>45% female positions held by women</td>
<td>+2%</td>
<td>50% female positions held by women</td>
<td>LVMH Disability Inclusion</td>
</tr>
<tr>
<td></td>
<td>1.4% of the workforce have disabilities</td>
<td>-1%</td>
<td>2% of the workforce have disabilities</td>
<td>ElleVMM</td>
</tr>
<tr>
<td></td>
<td>73% of recruitment activities and training are non-discrimination focused</td>
<td>-9%</td>
<td>90% of recruitment activities and training are non-discrimination focused</td>
<td>Inclusion Index</td>
</tr>
<tr>
<td></td>
<td>2.4% of leadership roles in the United States occupied by Black, Indigenous, and People of Color (BIPOC)</td>
<td>+9%</td>
<td>100% of leadership roles in the United States occupied by BIPOC</td>
<td></td>
</tr>
</tbody>
</table>

#### Health, safety and well-being

<table>
<thead>
<tr>
<th></th>
<th>2022 Results</th>
<th>Change vs. 2021</th>
<th>2025 Targets</th>
<th>Major LVMH Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>81% of employees are covered by a formal health and safety program</td>
<td>-1%</td>
<td>100% of health &amp; safety policies are reviewed every two years</td>
<td>Health and safety approach</td>
</tr>
<tr>
<td></td>
<td>89% of employees work in a facility that consistently reviews health and safety</td>
<td>+1%</td>
<td>100% of health &amp; safety policies are reviewed every two years</td>
<td>LVMH Code of Conduct</td>
</tr>
<tr>
<td></td>
<td>87% of employees are trained in the use of the Management Committee's health and safety management system</td>
<td>-9%</td>
<td>100% of health &amp; safety policies are reviewed every two years</td>
<td>LVMH Heart Fund</td>
</tr>
<tr>
<td></td>
<td>33% of employees have been made aware of fire protection and evacuation procedures</td>
<td>-4%</td>
<td>100% of health &amp; safety policies are reviewed every two years</td>
<td>Fair Wage Principles</td>
</tr>
<tr>
<td></td>
<td>100% of employees report health, safety and well-being at work once per year</td>
<td>-5%</td>
<td>100% of health &amp; safety policies are reviewed every two years</td>
<td>Charter for Working Relations with Fashion Models and their Well-Being</td>
</tr>
</tbody>
</table>

#### Excellence through savoir-faire

<table>
<thead>
<tr>
<th></th>
<th>2022 Results</th>
<th>Change vs. 2021</th>
<th>2025 Targets</th>
<th>Major LVMH Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Over 1,600 people trained in LVMH's Palities d'Excellence</td>
<td>+40%</td>
<td>Recruiting over 2,200 new employees focused on LVMH's Palities d'Excellence (2020)</td>
<td>WE for ME</td>
</tr>
<tr>
<td></td>
<td>Over 1 million people supported during the year</td>
<td>-5%</td>
<td>Recruiting over 3,000 new employees focused on LVMH's Palities d'Excellence through the LVMH program</td>
<td>Metiers d'Excellence</td>
</tr>
<tr>
<td></td>
<td>864 social partners formed by the Masons</td>
<td>-15%</td>
<td>Recruiting over 3,000 new employees focused on LVMH's Palities d'Excellence through the LVMH program</td>
<td>DARE</td>
</tr>
<tr>
<td></td>
<td>100% of Masons will give their employees the opportunity to take part in a social-volunteer initiative</td>
<td>+15%</td>
<td>Recruiting over 3,000 new employees focused on LVMH's Palities d'Excellence through the LVMH program</td>
<td>INSIDE LVMH</td>
</tr>
</tbody>
</table>

#### Engagement

<table>
<thead>
<tr>
<th></th>
<th>2022 Results</th>
<th>Change vs. 2021</th>
<th>2025 Targets</th>
<th>Major LVMH Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Over 1 million people supported during the year</td>
<td>-5%</td>
<td>Recruiting over 3,000 new employees focused on LVMH's Palities d'Excellence through the LVMH program</td>
<td>Committed Companies Dinner</td>
</tr>
<tr>
<td></td>
<td>100% of Masons will give their employees the opportunity to take part in a social-volunteer initiative</td>
<td>+15%</td>
<td>Recruiting over 3,000 new employees focused on LVMH's Palities d'Excellence through the LVMH program</td>
<td>Integration and education partnerships</td>
</tr>
<tr>
<td></td>
<td>842 social partners formed by the Masons with nonprofits and foundations acting as program partners</td>
<td>-15%</td>
<td>Recruiting over 3,000 new employees focused on LVMH's Palities d'Excellence through the LVMH program</td>
<td>Live - L'institut des Vocations pour l'Emploi</td>
</tr>
</tbody>
</table>
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 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.

Further information can be found in the 2022 Universal Registration Document – from pages 112 to 129.
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.

Further information can be found in the 2022 Universal Registration Document — from pages 112 to 129.
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
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 1st 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.

Further information can be found in the 2022 Universal Registration Document – from pages 112 to 129.
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.

Further information can be found in the 2022 Universal Registration Document – from pages 112 to 129.
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.

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.

Promoting 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

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.

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.

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.

Promoting 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

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.
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
Nicolas Bazire
Marie-Véronique Belloeil-Melkin
Sophie Chassat¹
Charles de Croisset¹

Chairman & Chief Executive Officer
Group Managing Director
Director representing employees
Director representing employees
Lead 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

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

 Arnault Family Group (1) 47.8%
 Foreign institutional investors 38.7%
 French institutional investors 7.8%
 Individual shareholders 5.5%
 Treasury stock 0.2%

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

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

* France, Italy and USA
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.

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

Further information can be found in the 2022 Universal Registration Document – from pages 50 to 74.
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
- Respecting & Supporting Human Rights
- «Privacy, Ethics and Compliance Governance»
- Alert Line

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

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.

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.

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 2022 Universal Registration Document – from pages 50 to 74.
## 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

www.lvmh.com
A recognized and certified strategy

ESG indices

Employer rankings