

Louis Vuitton Norge AS
Transparency Act 1st July 2022

INTRODUCTION

This statement is published by Louis Vuitton Norge AS ("**LV Norge**") and was approved by the Board on June 23rd, 2025. It is updated annually.

LV Norge is committed to improving its practices to combat modern slavery, in all its forms, in its business and supply chains and to acting with responsibility, fairness, and integrity in all our dealings as a business and as an employer, to promote ethical conduct, to enhance compliance with applicable laws and to protect the dignity and rights of all people connected to our business.

In the financial year referred to, we strived to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains, including contractors, are treated with respect and dignity.

BUSINESS

LV Norge is a subsidiary of Louis Vuitton Malletier SAS ("**LVM**"), which is closely linked to the LVMH Moët Hennessy Louis Vuitton SE ("**LVMH**") Group.

LV Norge sells luxury and high-quality products under the Louis Vuitton trademark including luggage, leather goods, bags, ready-to wear, shoes, watches and fine jewellery, accessories, perfumes, stationery, home decoration, electronic devices, and accessories, to clients from our retail store in Oslo and e-commerce activities in Norway.

LV Norge sources from LVM the products which are mainly manufactured through LVMH industrial subsidiaries.

LV Norge is a Maison within LVM.

POLICIES AND PRACTICES

LV Norge has a number of policies that are relevant to our values and culture, which set out what we expect from 1) our employees as well as 2) our suppliers and their supply chains.

1/ LV EMPLOYEES

1.1 Training and awareness

LV Norge conducts training to ensure compliance with legal requirements across Norway. The training enables LV Norge to reduce business risk of non-compliance through efficient processes and reliable data and reporting.

All documentation, policies and updates are provided for easy access via the employee portal for all staff.

It is mandatory for all LV Norge staff to familiarize themselves with this statement which forms part of the onboarding of new starters.

22 employees completed the Compliance Training in 2024, this training includes money laundering and commercial policies.

26 employees completed the Art of Privacy training focusing on data protection.

3 Managers completed the conflict interest declaration (100% of the targeted population) to increase awareness on conflict of interest.

25 people completed the code of conduct training focused on ethics.

7 people completed the anti-corruption training (88% of the targeted population) to increase awareness on corruption.

1.2 LVMH Group Employee Code of Conduct (the “Employee Code”) – available upon request

The LVMH Group Employee Code was updated and published in March 2024 and reflects the Group’s commitments to ethics and integrity, social and environmental responsibility. It refers to the charters and internal policies that have been developed on these topics: together, they form the ethics framework that governs all actions taken by LVMH and set out the rules that each employee must follow in their day-to-day activities.

The Employee Code is divided into three chapters: 1) a committed group ; 2) a responsible employer and 3) a group with integrity and is available in 25 languages.

The Employee Code applied to all LVMH group employees, was distributed in all Maisons and LVMH group entities and given to all new employees when they arrived. Each employee must personally comply with these commitments in all circumstance, failing which they may be subject to disciplinary measures and sanctions proportionate to the seriousness of their actions. Such sanctions may include dismissal.

1.3 Whistleblowing Policy — Alert Line

Any employees or external stakeholders who had questions about how to interpret internal regulations or have any ethical concerns was invited to make this known or ask for advice.

In addition, any employee who was aware of a violation of applicable laws or regulations, of the LVMH Code of Conduct, or of the guidelines or policies of the Group or its Maisons, could report such situation to Human Resources or to their Maison's Ethics and Compliance Correspondent.

In addition to these channels, the LVMH group's employees and stakeholders had access to the LVMH Alert Line, an online interface that provided a fully confidential and secure way of reporting in good faith violations of the laws, regulations, or internal principles of conduct.

1.4 LVMH Fair Wage Principles

To ensure a decent wage that allows for the financial stability and social integration of employees, LVMH has a compensation policy that is advantageous compared to the expectations of its employees

and the market, which includes a decent wage policy. In 2021, LVMH formed a team to define an applicable pay equity policy, including a decent wage, for all its employees and suppliers. The objectives of the policy are to ensure fair, equitable and understandable remuneration conditions for employees.

Developed with the support of Fair Wage Network expertise, the principles of pay equity were endorsed in 2022 by the Human Resources Department. All of the Group's Houses were invited to verify the application of these principles, and monitoring is ensured through the networks of correspondents in Human Resources, Compensation & Benefits, and Social Responsibility.

In 2024, all employees were compensated at least at an adequate salary level.

2/ SUPPLIERS

2.1 Group Supplier and Business Partner Code of Conduct (the " Supplier Code ") - available upon request

A Code of Conduct was first introduced in 2017 and was directed at suppliers.

The Code of Conduct was signed by all new stakeholders and/or for all new contracts and its signature by a supplier is valid for every Maison. It applied to all LVMH Group Maisons, including LV Norge, and helped Maisons maintain a consistent approach to their suppliers and supply chains, including in relation to combating the risk of modern slavery in a Maison or its supply chains.

The Code of Conduct includes a number of commitments to reflect changes in the law and societal norms, including to help protect local and indigenous communities, and requires suppliers to commit to implementing an alert line for their own workers and stakeholders. It provided suppliers with access to the Independent Third Party Alert System, through which external stakeholders who had questions about how to interpret internal regulations or had any ethical concerns were invited to make this known or ask for advice (see 1.3 Whistleblowing Policy — Alert Line).

A revised and re-named Supplier and Business Partner Code of Conduct was introduced in September 2024.

The Code of Conduct was extended to apply to business partners, such as service suppliers, in addition to suppliers, to help combat modern slavery and requires that LVM Business Partners ensure that their own suppliers respect the principles set forth in the Code. In addition, the Code requires Business Partners to commit to establishing processes or mechanisms for their own employees and stakeholders, including a mechanism for them to raise issues or concerns in good faith without fear of retaliation. The Code also provide Business Partners and their employees with access to the LVMH Group Alert Line ("Alert Line"), which is an online interface that provides a confidential way of reporting good faith violations of the Code.

The expanded Code of Conduct includes new and/or enhanced sections on;

- Labour standards and social responsibilities
- Environmental compliance and performance
- Ethics and business integrity requirements
- Subcontracting
- Business partner grievance mechanism and LVMH Alert Line
- Compliance with the Code

Penalties for non-compliance of the Code of Conduct included the right of a Maison to require a supplier to take corrective action and to refuse to take delivery of products until the violations were remedied to its satisfaction, and the right to terminate the business relationship (subject to compliance with legal duties and obligations).

2.2 Ethical Clause – available upon request

LV Norge, as well of all the LVMH Maison, mandated that the LVMH Ethical Clause was added in each contract that was signed with any of its suppliers.

Under this Ethical Clause, each supplier undertook to comply with the commitments set forth in the LVMH Supplier Code of Conduct and represent that it had read, understood, and accepted the terms set out in the Ethical Clause.

Notably, the supplier represented and warranted that, as of the date of the agreement, it had not been convicted of any act of corruption or influence peddling, and undertook to provide, within five (5) working days of the first request any information enabling LV Norge to meet its third-party due diligence obligations or to respond to requests from an authorized administrative or judicial authority.

The supplier undertook to report as soon as possible any behavior, act or fact likely to constitute a breach of this Ethical Clause and had the option of using the LVMH Alert Line online interface, which provided a fully confidential and secure way of reporting in good faith breaches of laws, regulations or the Ethical Clause (see below).

In the event of breach of the commitments stipulated in the Ethical Clause, or if LV Norge had reasonable grounds to believe that the supplier has not complied with the said undertakings, LV Norge could by operation of law, without notice and without compensation for the supplier, terminate its contract with the supplier. In such a case, no indemnity or compensation of any nature would be due, and the supplier would be required to indemnify LV Norge for all damage, penalties, costs and liabilities resulting from, or in relation to, any breach of the Ethical Clause.

2.3 Supplier Audits

The process of Suppliers' audit has been strengthened in 2024. Social and Environmental audits have been carried out at LVM level at the suppliers with verification points specific to forced labour and child labour. If elevated risk is discovered as a result of these initial due diligence steps, then

LVM is required to review and approve the supplier, provided that a remediation plan is set up.

3/ GOALS FOR FINANCIAL YEAR ENDING 31 DECEMBER 2025

With a view to continuous and ongoing improvement on the subject of combating modern slavery, a number of objectives have already been set for the year 2025, including the following:

Staff

- a) Continued roll out of Acceptable Behaviour Training to full management population and launch of allyship training equipping managers to champion an inclusive work environment where everyone can thrive.
- b) Revitalize the Positive Impact Committee again, fueled by a commitment to fostering inclusion and diversity throughout our workplace (Head Office & stores). This should include a range of initiatives such as engaging in-store animations and focusing our efforts on celebrating key to strengthen an inclusive environment where every voice is valued. The Positive Impact Committee also champions the LV Empreinte platform, inspiring wider teams to actively participate in volunteering.

Suppliers

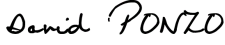
- c) Maintain and further strengthen supplier audits within the supply chain and continuing follow-up audits (subsequent to previous audits).

The Board of Directors of LV Norge has approved this modern slavery statement and it has been duly signed by the following Directors:

Signé par :

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Beatrice MONGUIDI
Chairman

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David PONZO
Board Member