

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 26th, 2026. It is updated annually.

LV Norge is committed to acting with integrity in all its dealings as a business and as an employer, to promoting ethical conduct, to enhancing compliance with applicable laws, and to protecting the dignity and rights of all people connected to our business. We are committed to improving our practices to combat modern slavery and forced and child labor, in all their forms, in our business and supply chains, and to acting with responsibility, fairness, and integrity in all our dealings.

We strive to work ever more closely with our suppliers aim to ensure their workforce, and the workforce of their supply chains, including contractors, are treated with respect and dignity.

This statement covers the operations and supply chains of LV Norge for the financial year ending 31 December 2025 and is updated annually.

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.

RISK ASSESSMENT AND RISK AREAS

LV Norge recognizes that the nature of its business and industry means that it may be exposed to risks of modern slavery, forced labor or child labor in its operations and supply chains, particularly in the latter. We understand that such risks may arise in situations where individuals' rights suffer serious violations and where individuals are exploited and controlled through coercion, threats or deception.

We assess these risks by reference to a range of factors, including business activities, labour force structure, and the social, political and environmental conditions in the geographical locations relevant to our operations and supply chains.

We recognize that it is an ongoing process, and we continue to develop our approach to risk identification and assessment.

POLICIES AND PRACTICES

The LVMH Group's framework is anchored in a defined corpus of international standards:

- the Universal Declaration of Human Rights;
- the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights;
- the United Nations Guiding Principles on Business and Human Rights;
- the fundamental conventions of the International Labour Organization;
- the OECD Guidelines for Multinational Enterprises (notably Chapter IV on Human Rights);

- the United Nations Global Compact;
- the United Nations Declaration on the Rights of Indigenous Peoples;
- the United Nations Women's Empowerment Principles.

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 LVMH Group Employee Code of Conduct

The LVMH Group Employee Code of Conduct (the “Code of Conduct”) is designed to provide a common ethical foundation for the Group and its Maisons, outlining the rules to be followed by all employees as they go about their work. The Code of Conduct was signed by all the members of LVMH’s Executive Committee when it was updated in April 2024, and applies to all employees in each Maison, across every business segment and geographic region.

The Code of Conduct reflects LVMH’s commitments to ethics, and social and environmental responsibility, along with the recent initiatives taken in these areas, and refers to the charters and policies created within the Group to address these topics.

Available in 25 languages on the LVMH website and available on the Group and Maison intranet platforms, it is communicated to all Group employees, in particular when they join the Company.

It is also included in employee training to promote the Group’s ethical culture and its principles. In addition to the in-person presentations on this subject, an online module to raise awareness was rolled out at a Group level in the second half of 2024.

All LV Norge employees have access to the LVMH Ethics and Compliance section on the intranet, which includes tools and practical information to help promote exemplary behaviour in day-to-day business conduct.

1.2 Training and awareness

It is understood that modern slavery practices can occur in any country or industry sector and that there are some factors that may potentially increase the risk of modern slavery, such as discrimination based on ethnicity, gender, caste, tribal group, religion and bribery and corruption.

In response, LV Norge employees are required to complete the following training:

- A mandatory Unconscious Bias e-Learning module, to learn how bias impacts individuals personally and in the workplace, and to demonstrate the benefits of workplace diversity.
- A mandatory Anti-Corruption and Anti-Bribery e-Learning module, to help identify, prevent and address bribery or corruption.
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It is also mandatory for all LV Norge employees to familiarize themselves with the Code of Conduct and with this statement, which form part of the onboarding process for all new starters.

Training completion

7 employees completed the Compliance Training in 2025, this training includes money laundering and commercial policies.

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

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

8 people completed the anti-corruption training to increase awareness on corruption.

1.3 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 2025, all employees were compensated at least at an adequate salary level.

1.4 Whistleblowing Policy – Alert Line

LVMH encourages a culture of dialogue and communication within the Group. Any employees and external stakeholders who have questions about how to interpret internal regulations or have any ethical concerns are invited to make this known or ask for advice.

The LVMH Group has also implemented a whistleblowing system to collect and process reports submitted in good faith of illicit behavior or behavior contrary to its internal principles of conduct, which aims to protect whistleblowers and prevent potential negative effects on society that would constitute a violation of whistleblower's rights.

Any current or former employee of the LVMH Group and any external LVMH Group stakeholder (including suppliers, subcontractors, etc.) can make a report from anywhere around the world. Reports can be submitted via the Maisons' internal channels (Human Resources and Ethics & Compliance officers) or via the Group's online platform, "LVMH Alert Line". This secure, centralized platform protects whistleblowers' anonymity and can be accessed in 15 languages, notably from the Group's website (<https://www.lvmh.com/en/ethics-and-compliance/lvmh-alertline>).

LVMH's Alert Policy sets out the reporting channels that exist within the Group as well as the rules governing how reports are received and processed. These rules detail how reports are screened, how corrective measures are taken where a breach of the Group's rules is identified and how whistleblowers are protected (in compliance with Directive (EU) 2019/1937 of October 23, 2019 relating to whistleblower protection and with French Law No. 2022-401 of March 21, 2022 aimed at improving whistleblower protection). Under the Alert Policy, whistleblowing investigations must be entirely confidential and independent, be completed within a reasonable time frame and be proportionate. The Maisons' Presidents are responsible for implementing this policy in their respective organizations.

The Alert Policy and whistleblowing system are explained in the Code of Conduct, and each Maison uses displays, written communications and other awareness-raising actions to make employees and external stakeholders aware of the system and policy. In addition, the Alert Policy is shared on LVMH's website and the intranets of the Maisons. The online training module related to the Code of Conduct, developed for all Group employees, also describes the reporting channels available and provides access to the Alert Policy. Furthermore, the Supplier & Business Partner Code of Conduct signed by the Group's business partners explains that suppliers and partners can use the LVMH whistleblowing system and contains a hypertext link to the Group's Alert Policy.

When an incident is reported on the LVMH Alert Line, it is received by the Group's Ethics & Compliance Department and then passed on to the Ethics & Compliance Officer of the Maison concerned for processing. As an exception, to ensure that reports received are treated impartially and objectively, some cases are handled by the Group if:

- the incident reported relates to the governing bodies of the Group or the Maison concerned;

- there is a potential conflict of interest or a situation that could compromise the impartiality of the Maison's Ethics & Compliance Officer;
- the report contains allegations of possible retaliation following a report handled by a Maison.
- The Group ensures that there are no disciplinary measures or retaliation against whistleblowers who have reported an incident in good faith, or against anyone who has assisted them:
- Human Resources ensures that the whistleblower does not experience any retaliation;
- any person carrying out retaliation is subject to disciplinary procedures;
- those responsible for handling the reports are strictly required to maintain confidentiality and need to sign a confidentiality agreement.

The Maisons issue communications about the whistleblowing system, notably when welcoming new employees, through training sessions, either in person or using communication materials such as displays or awareness videos. Employees are informed in particular about how they can access the system and the fact that the Group prohibits any retaliation against whistleblowers using the system in good faith. The effectiveness of these communications is reflected in the significant increase in the number of whistleblowing reports received through Group channels each year.

Internal guidelines specify the rules of the Alert Policy and the best practices to be adopted by employees in charge of processing and investigating reports received. These employees undertake regular training, which, among other aspects, covers the principles of confidentiality and impartiality to be applied during internal investigations, and the need to protect whistleblowers.

Reports received are handled in compliance with the Group's Alert Policy and, where applicable, give rise to whistleblowing investigations – conducted in compliance with the relevant legal framework – and corrective actions, such as training, awareness initiatives, reminders about internal rules, termination of the business relationship with a Group partner, and disciplinary procedures, which can extend to employee dismissal. Alerts and the resulting corrective actions can be used to help improve risk identification and prevention procedures, as part of a continuous improvement approach specific to the Group's ethics policy.

2. SUPPLIERS

a. Group Supplier and Business Partner Supplier Code of Conduct

The Supplier & Business Partner Code of Conduct sets out the Group's expectations of its partners (suppliers, service providers, distributors, franchisees, specialist trades, lessors and any third parties in a business relationship with a Group entity) and their subcontractors in various areas, regardless of where they are based geographically and where they are located in the value chain.

The expectations concern corporate social responsibility and respect for human rights: banning forced labor, human trafficking and child labor, banning illegal or undeclared work, harassment, discrimination, measures relating to wages, working hours, freedom of association, health and safety, and protecting local and indigenous communities.

The Group's partners are required to respect the principles of this Code and must also ensure that their own subcontractors and suppliers do the same when performing their activities for the Group. The Code has been rolled out to all the Group's Maisons.

The Code of Conduct also gives each Group entity the right to check that its partners and subcontractors across its value chains comply with these principles.

If a partner or one of its subcontractors should violate the Code, each Group entity in a business relationship with that partner reserves the right to demand that the compliance failures be remedied or that the business relationship be suspended or terminated, commensurate with the severity of the violations identified.

These foundational documents are complemented by:

- the LVMH Fair Wage Principles, developed in partnership with the Fair Wage Network and supported by annual salary surveys;
- the LVMH Health and Safety Charter (2021), which embeds the Group's zero-accident culture;
- the Charter on Working Relations with Fashion Models (2017, jointly developed with Kering), currently being updated to reflect developments in the sector; and
- the LVMH Anti-Corruption Charter (updated April 2024, available in 20 languages);
- the Privacy Charter.

b. Supplier and contractor Due Diligence

LV Norge seeks to ensure that new suppliers are carefully selected and that, prior to entering into any new contractual relationship, suppliers and Business Partners acknowledge that they will comply with the Supplier and Business Partner Code of Conduct.

LV Norge conducts regular compliance reviews of its suppliers and contractors. Upon reasonable request, suppliers and contractors are required to supply information and to grant access to LV Norge representatives to verify compliance. Suppliers and contractors are required to keep proper records to prove compliance and provide access to complete, original, and accurate files.

Where elevated risk is identified, LV Norge seeks to ensure that appropriate follow-up steps are taken, which may include enhanced review and the implementation of a remediation plan.

The supplier audit process has been strengthened at LVM level, with social and environmental audits carried out with verification points specific to forced labour and child labour. Where elevated risk is discovered, LVM is required to review and approve the supplier, provided that a remediation plan is set up.

c. LVMH Ethical clause

LV Norge mandates that the LVMH Ethical Clause is added to each contract signed with any of its suppliers. Under this Ethical Clause, each supplier undertakes to comply with the commitments set forth in the Supplier and Business Partner Code of Conduct and represents that it has read, understood, and accepted the terms set out in the Ethical Clause.

The supplier undertakes 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 authorised administrative or judicial authority.

The supplier undertakes to report as soon as possible any behaviour, act or fact likely to constitute a breach of this Ethical Clause and may use the LVMH Alert Line to do so in a fully confidential and secure manner.

In the event of breach of the commitments stipulated in the Ethical Clause, or if LV Norge has reasonable grounds to believe that a supplier has not complied with the said undertakings, LV Norge may, by operation of law, without notice and without compensation for the supplier, terminate its contract with the supplier.

Remediation

LV Norge is committed to investigating any report of actual or suspected instances of modern slavery, forced labor or child labor occurring anywhere in its operations or supply chains, and would take appropriate steps to address any confirmed instances.

LV Norge continues to seek to work collaboratively with its suppliers and, where necessary, their suppliers, to achieve improvement. Where progress is not possible, LV Norge may consider disengagement as a last resort with the offending supplier or sub-supplier.

Effectiveness / Monitoring

The Group tracks and publishes a structured set of quantitative vigilance indicators, updated on a regular basis and reported in the Universal Registration Document.

The Group also relies on dedicated measurement tools:

- The LVMH Global Pulse Survey, most recently conducted in 2024, with responses from over 145,000 employees across 18 languages, identifies workforce-related risk factors relating to employee engagement and well-being, the working environment and career development;
- Annual salary surveys, conducted under the LVMH Fair Wage Principles in partnership with the Fair Wage Network, monitor compliance with the Group's living wage commitments; in 2025, the Group reported that all its employees were paid an adequate wage in line with CSRD requirements

LV Norge recognizes that in order to identify and address the risks of modern slavery, forced labor and child labor in its operations and supply chains, it must continually analyze and evaluate its actions. LV Norge is committed to advancing this process and to building structures and procedures to evaluate the efficacy of the steps being taken.

LV Norge seeks to assess the effectiveness of its efforts through the following mechanisms:

- Ensuring all new employees are trained on the Group Code of Conduct and the Whistleblowing Policy as part of onboarding;
- Continuing to conduct training to equip employees to identify risks arising from modern slavery, forced and child labor;
- Disseminating the Supplier Code of Conduct to direct suppliers and seeking their acknowledgement and agreement to comply;
- Conducting and reviewing supplier audits, including follow-up where concerns are identified;
- Monitoring complaints or issues concerning modern slavery, forced or child labor arising in supply chains and operations, and addressing such concerns promptly;
- Monitoring and reviewing the policies and procedures described in this statement.

3. GOALS FOR FINANCIAL YEAR ENDING 31 DECEMBER 2026

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 2026, including the following:

Staff


- a) **Expanded Social Impact via LV Volunteering:** We aim to increase participation in volunteering by 30% through the **LV Volunteering platform**, specifically targeting partnerships that support vulnerable populations and promote social justice within the local communities where we operate.

Suppliers


- b) Maintain and further strengthen supplier audits
- c) Continue complying with the specifics and spirit of the Norwegian government's expanded statutory guidance Transparency in Supply Chains: Statutory guidance, published in 2025, including in relation to the following areas: due diligence, transparency, assessment and analysis of modern slavery risks, training, monitoring and evaluation and take a victim-centered approach to remediation where modern slavery is uncovered in our business or its supply chains (*LV Norge level*).

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The Board of Directors of LV Norge has approved this Transparency Statement, and it has been duly signed by the following Directors:

Signé par :

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Beatrice MONGUIDI
Chairman

Signé par :

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Hugues BONNET-MASIMBERT
Board Member