

Christian Dior Couture Canada Inc. – 2024 Annual Report
Fighting Against Forced Labour and Child Labour in Supply Chains Act

Introduction

This Report is made by Christian Dior Couture Canada Inc. (“**CD Canada**”), the Dior fashion business, in response to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”), for the calendar year 2024. For the Dior beauty company, please see the separate report by Parfums Christian Dior Canada Inc., which is a separate company from CD Canada.

This Report sets out a description of the measures CD Canada has taken during the previous fiscal year to prevent and reduce the risk that forced labour or child labour used at any step of the production of goods imported into Canada by CD Canada.

Structure, Activities, and Supply Chains of CD Canada

Structure. CD Canada is a subsidiary of the Christian Dior fashion group, headquartered in Paris, France (“**CD group**”) and a reporting entity for the purposes of the Act. The corporate office of CD Canada is in Toronto, Ontario. The CD group has subsidiaries in several countries around the world and is one of the brands of the Louis Vuitton Moët Hennessy group (“**LVMH group**”). The codes, policies and practices that apply to CD Canada emanate from the CD group and the LVMH group (as further described below).

Activities. CD Canada does not produce any of the products it sells. The manufacturing of Christian Dior products is entirely managed by the CD group and CD Canada is the importer of record of such merchandise into Canada for sale in Canada. CD Canada sells the merchandise to consumers in its boutiques or online from its website or through a Dior boutique in a department store in Canada. The merchandise is a line of ready-to-wear, leather goods, shoes and accessories, fine jewelry and timepieces, as well as home products.

CD Canada mainly imports finished products into Canada from the CD group and its suppliers to be sold into CD Canada’s retail stores or to be distributed. It also imports other products for the sole benefit of its stores from other suppliers which are not sold or distributed (e.g. furniture).

Supply Chains. CD Canada mainly engages domestic suppliers in Canada. The CD group and/or the LVMH group retain suppliers outside of Canada: due diligence of these non-Canadian suppliers is done at the level of these groups, and the agreements with these suppliers are negotiated on behalf of CD Canada and other entities by either the CD group or the LVMH group. This enables CD Canada to benefit from well-established supply chains of these two groups.

Policies and Due Diligence Processes in Relation to Forced or Child Labour

Policies on Human Rights. CD Canada’s aim is to eliminate any risk of forced labour or child labour in its business operations and in its supply chains. As part of the LVMH group, CD Canada supports the continual improvement of social, societal, and health conditions, which are key factors in development and in the protection of persons.

The LVMH group promotes the fundamental principles, rights and freedoms adopted by the international community, and in particular the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights and on Economic Social, and Culture 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, especially Chapter IV., the United Nations Global

Compact and the related Sustainable Development Goals, the United Nations Declaration on the Rights of Indigenous Peoples, and the United Nations Women’s *Empowerment* Principles.

These standards are central to CD Canada’s responsible business policies and are the foundation for many of its labor-related policies.

Code of Conduct for Employees. CD Canada requires its employees to comply with the LVMH Code of Conduct for employees (“**Employee Code**”). In performing their duties, all employees must comply with and promote human rights every day.

The LVMH group implemented a new Employee Code in 2024 to replace the prior Employee Code. CD Canada employees will be required to take a mandatory training about the 2024 Employee Code. The new Employee Code reflects the commitments to ethics and integrity, social and environmental responsibility and sets out the rules that each employee must follow in their day-to-day activity. The Employee Code informs employees that a key link in the value chain is to share the values with the suppliers, and employees must ensure that suppliers agree to comply with the requirements in the LVMH Supplier and Business Partner Code of Conduct (“**Supplier Code**”).

Employees acknowledge compliance documents (Employee Code, Dior Anti-Corruption Code of Conduct, LVMH Alert Line Procedure, and Conflict of Interest Declaration) on an annual basis via the online compliance campaign. New employees acknowledge these documents upon joining CD Canada as part of the onboarding program.

Supplier Code of Conduct. Prior to engaging any new supplier, CD Canada requires its suppliers to sign and comply with the Supplier Code and to agree not to use forced labour and/or child labour. The Supplier Code is well known by the suppliers who understand that they need to comply with it. The Supplier Code also covers topics such as respect to human rights, business ethics, environmental responsibility, data protection, diversity and inclusion, and compliance with laws and regulations. It is presented to suppliers during the selection process along with an anti-corruption assessment, requiring suppliers to accept it to proceed with the selection process.

The LVMH group continues to attach great importance to ensuring that each of the entities in the LVMH Group, including CD Canada, and their suppliers share a set of common rules, practices and principles with respect to ethics, social responsibility and protection of the environment. Supplier relations are anchored in responsibility, fairness and integrity. Suppliers must respect the ethical principles presented in the Supplier Code and ensure that their own suppliers do the same. The Supplier Code has been updated overtime since it was first established in 2008 and was updated most recently in 2024.

Specifically with respect to labor standards:

“The LVMH Group does not tolerate any form of abusive or illegal labor in its supply chain such as forced labor or human trafficking. All forms of forced labor, slavery, servitude or trafficking in human beings by Business Partners, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, is strictly prohibited. All workers are entitled to accept or leave their employment freely. Business Partners must respect workers freedom of movement. Business Partners cannot require workers to work to repay a debt to them or to a third party.”

The Supplier Code puts suppliers on notice that CD Canada reserves the right to audit its suppliers to ensure ongoing compliance with this Code.

If the supplier does not comply with the Supplier Code, CD Canada may demand that the non-compliance be corrected, suspend purchasing, refuse to accept deliveries or return any goods until remedial measures are being taken, and may terminate the business relationship with any such supplier.

The Supplier Code is available on the dior.com Canada website: the footer “Ethics & Compliance” is the link to the LVMH site with access to the Code: <https://www.lvmh.com/news-documents/lvmh-supplier-code-of-conduct/>.

Alert Line. The LVMH alert line: this online system enables employees and third parties to report in good faith violations (or risks of violation) of various types of ethical and other concerns, including those pertaining to forced labour and/or child labour. Individuals can choose to remain anonymous when submitting a report, and the LVMH group ensures that no retaliatory measures are taken against people who raise a concern in good faith. The LVMH Alert Line can be accessed through LVMH.com or at <https://www.lvmh.com/lvmh-alert-line/> or on dior.com via the footer “Ethics & Compliance.”

Forced Labour or Child Labour Risks and the Steps Taken to Assess and Manage the Risks

Forced labour and child labour risks in the Canadian business operations

CD Canada has strict hiring practices and does not employ individuals under the age of 18 years old. The Human Resources team has enacted processes to ensure that each new employee is legally authorized to work in Canada. CD Canada considers there is a low risk of forced labour or child labour in its operations.

Forced labour and child labour risks in the supply chains

Because of the strict prohibition in the Supplier Code against “*all forms of forced labor, slavery, servitude or trafficking in human beings by Business Partners, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint,*” CD Canada expects that its suppliers comply with the strict prohibition against all forms of forced labour or child labour.

CD Canada uses its best efforts to ensure that the CD supplier contracts contain clauses requiring the suppliers of CD Canada to comply with the Supplier Code with similar strict prohibitions. The CD group also runs periodic checks to identify if any of the suppliers of the CD group, including CD Canada, are on an international sanctions list.

CD group has well-established processes for the global reporting of compliance incidents. When identified, those incidents, which could include suspicions of human rights violations, are investigated, sanctioned when appropriate and relevant follow-up actions are taken. If those incidents involve a supplier or a business partner, full cooperation from that supplier or business partner is expected in the investigation and any follow-up actions (e.g. access to relevant information, adoption of remedial actions etc.) and measures could be taken by the CD group, up to and including termination of the relationship.

In 2024, CD Canada did not receive any report of suspected forced labour or child labour relating to its Canada business or supply chain. However, certain labour-related issues were identified within its supply chain, in connection with the activities of one supplier and one sub-supplier in Italy.

In 2024, an Italian Court imposed a judicial administration measure on Manufactures Dior SRL (“Manufactures Dior”) for one year. This followed an investigation by the Italian authorities into the labour practices of one supplier and one sub-supplier of Manufactures Dior in Italy. Manufactures Dior is ultimately 100% owned by the CD group. It manufactures finished products, some of which are sold in CD Canada’s retail stores.

Following a number of measures implemented by Manufactures Dior to enhance its processes (including in relation to supplier audit and qualification), the judicial administration measure was revoked by the Italian Court on February 25, 2025, four months ahead of its originally scheduled completion date. The Court also took into account that the irregularities found were isolated and that, during the proceedings, Manufactures Dior had demonstrated a genuine commitment to preventing labour exploitation.

Measures Taken to Remediate any Forced Labour or Child Labour

As of the date of this Report, CD Canada has not identified any forced labour or child labour in its activities and supply chains and believes that its activities and supply chain carry a low risk of risk of forced labour or child labour being used. As noted above, if a situation of non-compliance comes to its attention, CD Canada will immediately work with the non-compliant supplier to identify the specific issue and propose a plan of remediation. If the supplier does not correct the non-compliance, CD Canada may take further measures, as indicated above, up to and including termination of the business relationship with any such supplier.

Measures Taken to Remediate the Loss of Income to the Most Vulnerable Families That Results From any Measures Taken to Eliminate the Use of Forced or Child Labour in Activities and Supply Chain

CD Canada has not identified the use of forced or child labour in its activities and supply chains and has therefore not had to take any measures to remediate the loss of income to vulnerable families to remediate the use of forced labour or child labour in its activities and supply chains.

Training Provided to Employees

CD Canada requires its employees to acknowledge various compliance documents to ensure compliance with legal and human rights laws across CD Canada. Concerned employees may also have to take an anti-corruption training. CD Canada implemented a mandatory virtual training on forced and child labour law for the CD Canada teams who engage suppliers.

Assessing Effectiveness

To assess the efficacy of the steps CD Canada is taking to identify and address the risks of modern slavery in its operations and supply chains, CD Canada regularly reviews its codes and guidelines both for employees and suppliers. CD Canada reviews any novel issues that may arise to determine how best to address and if necessary, incorporate into its compliance measures. CD Canada continues to remain committed to the elimination of any risk of forced labour or child labour in its business operations and in

its supply chains. CD Canada will continue to share these values with the suppliers and to advancing this process.

Approval and attestation

The governing body of CD Canada has approved this Report and has delegated authority to Alexandra de Rancogne, Senior Vice President Human Resources, to sign this Report on its behalf.

In accordance with the requirements of the Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signature:

Christian Dior Couture Canada Inc.

By: /s/ Alexandra de Rancogne

Alexandra de Rancogne

Senior Vice President Human Resources

May 2025