

PARFUMS CHRISTIAN DIOR CANADA INC. – 2024 ANNUAL REPORT
FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

Introduction

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

This Report sets out a description of the measures PCD 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 PCD Canada.

Structure, activities and supply chains of Parfums Christian Dior Canada

Structure. PCD Canada is a distributor of premium perfumes, cosmetics, skincare, and accessories under the Dior brands on to retail customers and end-consumers in Canada. PCD Canada is a subsidiary of Parfums Christian Dior SA, headquartered in Paris, France, which is part of the Louis Vuitton Moët Hennessy (“LVMH”) Group.

Activities. PCD Canada does not produce the products it sells. The manufacturing of perfumes, cosmetics and skincare products and certain accessories distributed by PCD Canada is managed by Parfums Christian Dior.

PCD Canada is the importer of record of such products into the Canada for sale. PCD Canada sells the merchandise to end-consumers through its distribution network of authorized retailers, online from its website, in its own boutique or through Dior boutique in department store in Canada. The merchandise is a line of perfumes, skincare products, cosmetics, and accessories.

Supply Chains. PCD Canada engages some domestic suppliers in Canada but can also receive products or services such as merchandising from all over the world. PCD Canada imports into Canada primarily from Parfums Christian Dior the products it resells or distributes.

Parfums Christian Dior’s supply chain is organized around direct purchases (raw materials, components, and finished products) and indirect purchases (other goods and services used in promotional activities, marketing, distribution, etc.).

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

Parfums Christian Dior’s aim is to eliminate any risk of modern slavery in its business operations, and in its supply chains. As part of the LVMH Group, Parfums Christian Dior support the continual improvement of social, societal, and health conditions, which are key factors in development and in the protection of persons. It has several policies that are relevant to this commitment, which set out what Parfums Christian Dior expects from both its internal business and its external suppliers.

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 our responsible business policies and are the foundation for many of Parfums Christian Dior's labor-related policies.

Code of Conduct for Employees. PCD Canada require their employees to comply with the LVMH Code of Conduct for employees ("**Employee Code**"). Therefore, in performing their duties, all employees must comply with and always promote human rights.

The LVMH Group implemented a new Employee Code in 2024 to replace the prior Employee Code. All Parfums Christian Dior employees will be required to take a mandatory training about the 2024 Employee Code. This new Employee Code reflects our commitments to ethics and integrity, social and environmental responsibility and sets out the rules that all employees must follow in their day-to-day activity.

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

The Employee Code informs employees that a key link in our value chain is to share our values with our suppliers, and employees must ensure that suppliers agree to comply with the requirements of the LVMH Supplier and Business Partner Code of Conduct ("**Supplier Code**").

LVMH Supplier and Business Partner Code of Conduct. Prior to engaging any new supplier, PCD 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 our 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 PCD 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:

PROHIBITION OF CHILD LABOR

"Work by children under the age of 16 is strictly prohibited. In countries where local laws set a higher age for child labor or set an age for completion of compulsory education higher than 16, the highest age is applicable. Workers under the age of 18 shall not perform any overtime or hazardous work or work a night

shift. Suppliers may use lawful, legitimate, properly managed workplace apprenticeship programs, such as student internships”.

PROHIBITION OF FORCED LABOR AND HUMAN TRAFFICKING

“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 Suppliers, 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. Suppliers must respect workers freedom of movement. Suppliers cannot require workers to work to repay a debt to them or to a third party.”

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

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 is an online system that 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/en/ethics-and-compliance/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 our Canadian business operations. PCD 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. We consider there is a low risk of forced labour or child labour in our operations.

Forced labour and child labour risks in our 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 Suppliers, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint,”* we believe that our suppliers comply with the strict prohibition against all forms of forced labour or child labour.

PCD Canada shall use best efforts to ensure that supplier contracts contain clauses requiring the suppliers of PCD Canada to comply with the Supplier Code with similar strict prohibitions. Parfums Christian Dior also runs periodic checks to identify if any of the suppliers of Parfums Christian Dior, including PCD Canada, are on an international sanctions list.

If the supplier does not comply with the Supplier Code, PCD 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.

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

PCD Canada has not been faced with a situation that required it to take the necessary 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. Should the situation arise, PCD Canada will take all necessary actions to remedy the situation.

Measures Taken to Remediate any Forced Labour or Child Labour

As of the date of this report, we have not identified any forced labour or child labour in our activities and supply chains. As noted above, if a situation of non-compliance comes to our attention, PCD Canada will immediately work with our non-compliant supplier to identify the specific issue and propose a plan of remediation. If the supplier does not correct the non-compliance, we may take further measures, as indicated above, but ultimately, we may terminate the business relationship with any such supplier.

Training Provided to Employees

PCD Canada requires its employees to acknowledge various compliance documents to ensure compliance with legal and human rights laws across Parfums Christian Dior. Concerned employees may also have to take an anti-corruption training. PCD Canada intends to implement training and awareness on forced and child labour law compliance in the future.

Assessing Effectiveness

To assess the efficacy of the steps we are taking to identify and address the risks of modern slavery in our operations and supply chains, Parfums Christian Dior regularly reviews its codes and guidelines both for employees and suppliers. Parfums Christian Dior reviews any novel issues that may arise to determine how best to address and if necessary, incorporate changes into its compliance measures. PCD 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. We will continue to share these values with our suppliers and to advancing this process.

Approval and attestation

The governing body of PCD Canada has approved this Report and has delegated authority to Charlotte Holman Ros, 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 or entities 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:

Parfums Christian Dior Canada Inc.

By: /s/ Charlotte Holman Ros

Charlotte Holman Ros

President, Parfums Christian Dior, North America

May 2025