

LVMH

Internal Announcement

LVMH Human Rights Charter & appointment of Julie Vallat, VP Human Rights

Paris,

May 28th, 2026

Respect for human rights is both an ethical imperative and a prerequisite for the long-term sustainability of the Group's operations.

Building on the strengthening of its Duty of Vigilance, LVMH is reinforcing its human rights strategy with the launch of its Human Rights Charter. This commitment applies to the Group's employees and stakeholders throughout the entire value chain, in every country where the Group's Maisons operate. This marks a new milestone in structuring the Group's approach.

Delivering on this ambition requires strong leadership and effective coordination to bring this framework to life across the Group and the Maisons.

In this context, Olivier Théophile, Group SVP Social Engagement is pleased to announce the appointment of **Julie Vallat** as **VP Human Rights, LVMH**, effective immediately, reporting directly to him.

In her role, Julie Vallat will lead the deployment of the Group's Human Rights Charter, support the Maisons in addressing their human rights challenges and ensure consistent coordination of related initiatives across local communities. She will also contribute to the vigilance task force's work by leading targeted actions to mitigate risks and help prevent serious harm.

The next steps will include the structuring of the Human Rights network, the development of a prioritized action plan based on risk mapping, the implementation of monitoring indicators, and the rollout of awareness and training initiatives for relevant teams.

Through this Human Rights Charter and strengthened leadership, the Group reaffirms its ambition to embed respect for human rights at the heart of its practices, decision-making, and business relationships.

We wish Julie a warm welcome and great success in her new position.



Julie began her career in 1999 as a legal adviser for various NGOs, including Médecins du Monde, and at the Ministry of Justice, where she worked on the implementation of international legal aid agreements. Admitted to the Paris Bar in 2006, she joined Veil Jourde & Partners as a lawyer specialising in human rights and international criminal law litigation. In 2009, she joined Total SA Corporate Legal, Compliance and Social Responsibility Department, as Head of the Ethics and Human Rights Unit. In 2018, she was appointed Chief of CSR Department within the Group's Exploration & Production division. She then joined L'Oréal in 2019 as Vice President, Human Rights, where she worked with internal and external experts to identify key and emerging human rights issues and develop action plans.