

# MODERN SLAVERY STATEMENT

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## I. IDENTIFICATION AND ENTITY PRESENTATION

FENDI Canada INC. is an entity of FENDI Group (FENDI) and is located in Ontario, its business number is 807499397. The ultimate parent company of the FENDI Group is LVMH Moët Hennessy Louis Vuitton SE.

The FENDI Canada's financial year commencing on January 1<sup>st</sup> 2025 and ending on December 31<sup>st</sup>, 2025. The LVMH Group consolidated revenue is available at this link <https://www.lvmh.com/en/investors/key-figures>.

This is FENDI's report under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9). We recognize that stamping out modern slavery and modern slavery risks is a process that will take time. Our report outlines the measures we have in place and the efforts we have commenced to assess and address risks of modern slavery, including forced labour and child labour, in our business and supply chain.

## **II. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS**

The FENDI Group comprises 38 entities, including FENDI Canada Inc. The ultimate parent company of the FENDI Group is LVMH Moët Hennessy Louis Vuitton. FENDI Canada Inc. purchases finished products for sale in the Canadian market from FENDI s.r.l. (FENDI Group holding company)

FENDI s.r.l is a distributor in the clothing, clothing accessories, shoes and leather goods retailers' sector. In particular, FENDI Canada purchases finished products to sell in the Canadian market from FENDI s.r.l, (holding company of the FENDI Group), which produces such products by itself or through suppliers mainly located in Italy.

The raw materials used in the manufacture of products are sourced by suppliers from third parties located in several areas of the world. Supply chain also includes ancillary services that contribute to its main production operations, such as transporters and carriers.

To learn more about the business, please see [www.FENDI.com](http://www.FENDI.com).

### III. POLICIES AND GOVERNANCE

The 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;

#### **LVMH Code of Conduct**

LVMH's 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 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 in terms of ethics, and social and environmental responsibility, along with the recent initiatives recently 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.

The Group's Maison Presidents are responsible for the implementation of this code in their respective areas.

#### **LVMH Supplier & Business Partner 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 labour, human trafficking and child labour, 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.

## **Governance**

The Sustainability and Governance Committee of the LVMH Board of Directors ensures the implementation and monitoring of systems related to the duty of vigilance and respect for human rights. The Executive Committee upholds the Group's strong commitment to ethics and social and environmental responsibility, including in relation to modern slavery and forced labour.

In 2026, the Group strengthened its governance with the creation of the Group Vigilance Committee, overseen by the Group Managing Director and composed of four members of the Executive Committee: the Chief Financial Officer, the Human Resources Director, the Director of Image and Environment, and the General Administration and Legal Affairs Director. Its main responsibility is to set out LVMH's vision and strategic direction in relation to ethics, human rights and the environment, both within the Group and across all of the Maisons' value chains.

Operational coordination is provided by the Vigilance Task Force, which brings together seven Group functions (Environmental Development, Social Engagement, Ethics and Compliance, Industrial and Craftsmanship, Purchasing, Audit and Internal Control, and Corporate Affairs) and reports to the Group Vigilance Committee three times a year. The Task Force is responsible for establishing guidelines and standards applicable to all Group activities, coordinating and monitoring action plans across the Maisons and formalizing the Group's Vigilance Plan.

Within most Maisons, Maison Vigilance Committees act as the operational relay of this framework. They are composed of the various functions involved in duty of vigilance issues and oversee the rollout of the vigilance approach at Maison level. The Group's vigilance approach is also supported by several communities of correspondents within the Maisons (in particular the Purchasing, Environment, CSR and Operations communities) who are fully involved in implementing the vigilance framework as part of their respective activities.

FENDI internal policies, including the LVMH Code of Conduct, the LVMH Supplier and Business Partner Code of Conduct, and the Supply Chain Monitoring Procedure, reflect FENDI's commitment to acting ethically and with integrity in all business relationships and enforcing effective systems and controls to prevent modern slavery from taking place in the business and supply chain. A copy of the LVMH codes of conduct can be found on website at: <https://www.FENDI.com/ca-en/legal-privacy-compliance>

FENDI negotiates appropriate contractual obligations reinforcing the LVMH Code of Conduct and the Supplier and Business Partner Code of Conduct and the supplier's commitment to compliance with both those policies and any modern slavery legislation. FENDI has included anti- modern slavery provisions in its standard terms and conditions used with suppliers and ensure that such provisions are included in any other contracts with suppliers as appropriate.

FENDI has established a permanent Suppliers Steering Committee in order to periodically verify the process and

be vigilant on the Suppliers Monitoring Procedure.

FENDI and LVMH encourage a culture of dialogue and communication within the FENDI Group. Any employees and external stakeholders who have questions about how to interpret internal regulations or who have any ethical concerns are invited to make this known or ask for advice. For this scope, LVMH has implemented for all Maisons an Alert system “LVMH Alert Line”.

#### **IV. IDENTIFIED RISKS AND FINDINGS**

The Group's risk mapping is built on the OECD Due Diligence Guidance for Responsible Business Conduct and on the United Nations Guiding Principles on Business and Human Rights.

The methodology used as well as a synthesis of priority risks identified by sector are described in the Group 2025 Vigilance Plan.

FENDI has assessed the proper risk profile based on sector and industry risks as medium. All FENDI Canada workers are employed in Canada, and FENDI has fair and responsible employment practices in place to protect and promote workers' rights.

That said, FENDI recognises that risks of modern slavery may be present in its supply chain due to the sector in which operates, and the types of raw materials used. FENDI is also aware of parts of the supply chain where outsourced/ contracted/ subcontracted labour is used and continually tailors mitigation measures to address those risks. FENDI continues its efforts to classify supplier risks and map key parts of its supply chain to identify and improve the understanding of modern slavery risks.

During the reporting period, FENDI has not discovered any instances of modern slavery in its business or supply chains

## V. MEASURES AND ACTIONS

The LVMH Group considers very important that the Maisons and the Group's Partners abide by a shared body of rules, practices and principles in relation to ethics, corporate social responsibility and environmental protection.

The Convergence program, which aims to engage the Group's partners in social and environmental issues, is based on the following main steps:

- mapping of the Group's Tier 1 partners, and assessment of gross social and environmental risks based on the country, type of activity and the value of the corresponding service;
- third-party assessment conducted through the EcoVadis platform, which evaluates suppliers on four criteria: environment, labour and human rights, ethics, and responsible procurement. In 2025, 2,838 suppliers were included in this assessment process;
- on-site audits conducted by specialist independent firms. All workforce audits conducted at supplier sites include a systematic exchange with a representative sample of employees. In 2025, the Group conducted 4,630 on-site audits at 4,216 suppliers and subcontractors (versus 4,066 audits in 2024 and 2,021 in 2023) of which 1,973 were conducted at Tier 2 suppliers and beyond, notably in response to risks identified in Italy. Audits result in one of four ratings: satisfactory, needs improvement, needs major improvement, or unacceptable.
- close monitoring of corrective action plans following audits: non-compliance is identified, corrective action plans are systematically drafted with the supplier and their implementation monitored by the buyer responsible for the supplier relationship.
- operational visits to Partner sites, in addition to audits, in order to check the work environment and working methods, production capacity and traceability of work in progress, to ensure compliance and greater transparency in the supply chain;
- active involvement in cross-sector initiatives covering high-risk areas: beyond individual supplier relationships, the Group actively participates in cross-sector multi-stakeholder initiatives in high-risk areas, including the Responsible Jewellery Council (RJC), the Responsible Beauty Initiative (RBI), the Responsible Mica Initiative (RMI), Action for Sustainable Derivatives (ASD) and the Utthan embroidery initiative in India, which in 2025 covered 3,700 workers and guarantees them a living wage and access to health insurance.

In order to identify and manage risks of modern slavery and human trafficking in its own business, FENDI carries out background checks and periodically reassess employment practices to ensure to meet or surpass employment standards in all jurisdictions in which FENDI operate.

FENDI is constantly in the process of reviewing and improving the approach to supplier due diligence with the aim of ensuring a more robust action plan to address modern slavery risks.

FENDI performed a supplier risk assessment of key suppliers, with due diligence questionnaires, further verifications and specific unannounced audits on-site.

No instances of modern slavery were discovered, so no corrective measures were necessary.

Continue efforts to classify supplier risks and map key parts of the supply chain.

## **VI. TRAINING**

“Responsible Procurement” training is provided to LVMH employees in direct relationship with suppliers, enabling them to be vigilant in their interactions with suppliers so that they can identify potential signs of non-compliance with LVMH’s Supplier & Business Partner Code of Conduct.

In keeping with the aim of providing support and fostering continuous improvement, the Group and its Maisons regularly offer their suppliers training on responsible procurement.

In particular, the decision was made in 2021 to create an LVMH-wide training program on this subject. The aim of this training is to equip employees who work with suppliers and subcontractors with a deeper understanding of responsible suppliers, responsible products and responsible purchasers. The training gives participants an understanding of the various risks associated with the working conditions of workers in the supply chain.

Delivery of this training program began in 2022, and was further reinforced in 2023 and 2024, with sessions having taken place in France, Italy, North America and Asia. The content of this training was updated in 2025.

FENDI provides specific training to employees on Code of Conduct, with a focus on forced labour. The training is mandatory for all employees and in particular for new joiners

## VII. ALERT AND REMEDIATION MECHANISMS

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 Group has also implemented a whistleblowing system to collect and process reports submitted in good faith of illicit behaviour or behaviour 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 Group and any external 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 regular 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.

The Ethics & Compliance training programs held in April and May 2025 provided ongoing training to 135 compliance officers on how to handle whistleblowing reports and apply the Group's internal whistleblowing investigation methodology. Similarly, in addition to Maison-specific training, in 2025 the Group trained over 300 human resources employees and directors tasked with handling whistleblowing reports within their Maisons.

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.

In 2025, 2,280 reports were received via the LVMH Alert Line and other reporting channels specific to Group Maisons and entities (compared to 1,744 reports received as of December 31, 2024, via the same platforms and channels). The increase in the number of reports each year is testament to the growing understanding and uptake of the Group's whistleblowing system among employees and external stakeholders.

As of December 31, 2025:

- 74% of reports received during the year had been closed (the remaining reports, which were mainly received in the last quarter of 2025, were still being processed) and 47% of those closed reports were wholly or partly justified;
- 51.3% of reports received contained allegations relating to human resources topics;
- 77% of the 1,145 reports received specifically through the LVMH Alert Line were submitted anonymously; and
- 64 reports received through the LVMH Alert Line were submitted by Group suppliers or subcontractors.

FENDI has adhered to the "LVMH Alert Line", a secure centralized whistleblowing system that guarantees confidentiality, available in 15 languages. This online platform, which can be accessed from the website address <https://www.lvmh.com> serves to collect and process reports submitted by employees or external stakeholders concerning situations liable to constitute infringements of laws, regulations, the LVMH Code of Conduct or other policies put in place by FENDI.

During the reporting period, FENDI has not:

- received any alerts concerning FENDI Canada's perimeter
- discovered any instances of modern slavery in its business or supply chains.

As such, no remediation measures were necessary.

## VIII. ASSESSMENT

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

For 2025, key indicators include:

- 4,630 on-site supplier audits at 4,216 suppliers and subcontractors (up from 4,066 audits in 2024 and 2,021 in 2023), of which 1,973 at Tier 2 and beyond;
- 2,838 suppliers covered by EcoVadis assessment, with approximately 75% of reassessed suppliers improving their score;
- 2,280 reports received across the LVMH Alert Line and the Maisons' internal channels, of which 1,145 via the Alert Line;
- 99,495 employees trained in health and safety;
- €44.1 million invested in health and safety;
- €288 million invested in improving working conditions.

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;

FENDI seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. FENDI will not tolerate any form of modern slavery and human trafficking within its supply chain. FENDI Canada and the FENDI Group pursue an overarching approach aimed at ensuring that their partners adopt practices that respect human rights. This approach is based on a combination of the following:

- a) identifying priority areas, informed in particular by the multiple non-financial risk-mapping exercises covering the activities of FENDI and the FENDI Group and their direct suppliers by type of activity;
- b) conducting site audits of our suppliers (Tier 1 and higher) to check that FENDI and the FENDI Group's requirements are met on the ground, and implementing corrective action programs in the event of compliance failures;
- c) providing supplier support and training; and
- d) actively participating in cross-sector initiatives covering high-risk areas.

FENDI recognizes that any forced labour or child labour found in an organization's business or supply chain should be addressed on a first-priority basis, and as such, has developed a plan for:

- a) addressing situations where instances of forced labour or child labour are discovered, including through the LVMH Alert Line; and
- b) preventing the recurrence of forced labour or child labour.

During the reporting period, FENDI has not discovered any instances of modern slavery in our business or supply chains.

**Board Member of Fendi Canada Inc.**

**RESOLUTION OF THE DIRECTORS**

**OF**

**FENDI CANADA INC.**

**(the "Corporation")**

**DATED:** 27 May, 2026.

**REPORT PURSUANT TO THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT**

WHEREAS the Corporation must file a report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act");

AND WHEREAS a draft report for the fiscal year ended December 31, 2025 has been submitted to the Board of Directors for its approval on behalf of the Corporation pursuant to paragraph 11(4)(a) of the Act.

**RESOLVED THAT**

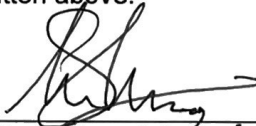
1. The draft report submitted to the Board of Directors and annexed to these resolutions be and is hereby approved.
2. Any of the directors of the Corporation be and is hereby authorized to sign the said report.

Pursuant to subsection 117(1) of the *Canada Business Corporations Act*, all of the directors of the Corporation sign this resolution on the date first written above.

**Michael T.  
Tepper**

Digitally signed by Michael T. Tepper  
DN: cn=Michael T. Tepper, o=Tepper Tepper  
and Assoc Inc, ou,  
email=ttainternational@hotmail.com, c=CA  
Date: 2026.05.26 11:40:04 -04'00'

**Michael T. Tepper**

  
**Stephen Chapelsky**

TORONTO  
2026.05.27.