

RIMOWA

Modern Slavery Report (Canada)

1 Introduction

At RIMOWA North America Inc. and RIMOWA Distribution Inc. (*collectively*, “RIMOWA”), we are committed to acting ethically and with integrity in all of our business dealings and relationships, and to promote compliance with applicable laws and protect the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains, are treated with respect and dignity. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing products responsibly.

This is RIMOWA’s first 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 reporting 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.

2 Our organisational structure, business operations and supply chains

The RIMOWA Group comprises 29 entities, including RIMOWA North America Inc. and RIMOWA Distribution Inc., where RIMOWA Group GmbH is the ultimate parent company incorporated in Germany. RIMOWA Group GmbH in turn is a direct subsidiary of LVMH Moët Hennessy – Louis Vuitton SE (hereinafter referred to as “LVMH”), registered in Paris, France.

RIMOWA North America Inc. is a global manufacturer in the luxury luggage sector. It is a 100% subsidiary of RIMOWA GmbH. It employs around 197 people in Canada and has business operations in Canada. Its activities include the production of luxury suitcases in Canada and associated retail operations.

RIMOWA Distribution Inc. is an importer in the luxury luggage sector and retail distributor. It is a 100% subsidiary of RIMOWA GmbH & Co Distribution KG, in which RIMOWA GmbH is the general partner. It employs around 185 people in the United States of America and has business operations in the United States of America. Its activities include the import of finished goods into Canada and the retail distribution of finished goods outside of Canada.

RIMOWA also purchases soft bags and other assorted items (iPhone cases, stickers, etc.) to resell in the Canadian market from suppliers located in Italy and China. The raw materials used in the manufacture of our products, including aluminium and polycarbonate, are sourced by our suppliers from third parties located in Germany and the United States of America (for aluminium) and Czech Republic (for polycarbonate). Our supply chain also includes ancillary services that contribute to our main production operations, such as transporters and carriers.

To learn more about our business, please see www.rimowa.com.

3 Our modern slavery risk profile

Within our operations, we have assessed our risk profile based on sector and industry risks as low. All of our workers are employed in Canada and the United States (for the reporting entities), and we have fair and responsible employment practices in place to protect and promote workers’ rights.

That said, we recognise that risks of modern slavery may be present in our supply chain due to direct and indirect suppliers and the sourcing of raw materials. We are also aware of parts of the supply chain where contracted and/ or subcontracted labour (by very few suppliers) is used. Since a majority of such workers are not employed directly by RIMOWA, we have less control and visibility over their working conditions and employment terms and we continue to tailor our risk management actions to address those risks. Namely, we continue our efforts to classify supplier risks and map key parts of our supply chain to identify and improve our understanding of modern slavery risks.

4 Our policies on modern slavery

Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to enforcing effective systems and controls to prevent modern slavery from taking place in our business and supply chain. A copy of the policy can be found on the website of LVMH at: <https://www.lvmh.com/en/ethics-and-compliance/the-lvmh-code-of-conduct>.

RIMOWA makes sure its suppliers are aware of its policies, and adhere to the same high standards. Our Supplier and Business Partner Code of Conduct sets forth our expectations of all suppliers of goods and services to the RIMOWA Group related to human rights and ethical business practices. A copy of the policy can be found on the website of LVMH at: <https://www.lvmh.com/en/ethics-and-compliance/lvmh-supplier-code-of-conduct>. In addition, the standard Framework Supplier Agreement, which will be signed with strategic suppliers, contains *inter alia* the obligation of the business partner to adhere with all the provisions of the Supplier and Business Partner Code of Conduct.

RIMOWA also has a whistle-blower policy and related alert line in place (provided by LVMH on a Group-wide basis), which can be accessed by internal and external parties via <https://www.lvmh.com/en/ethics-and-compliance/lvmh-alert-line>.

5 Due diligence processes

RIMOWA has in place systems to:

- (a) Establish, assess and monitor areas of potential risk in our business and supply chains;
- (b) reduce or mitigate the risk of slavery and human trafficking occurring in our business and supply chains; and
- (c) provide adequate protection for whistleblowers.

As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain we have adopted the following due diligence procedures: internal/ external suppliers audits and requesting SA 8000 and ISO 45001 certificates from some suppliers.

6 Actions taken to combat slavery risks

Building on the policies and procedures we currently have in place, RIMOWA is in the process of developing and implementing strategies in order to:

- (a) Assess and better understand areas of potential risk in our business and supply chain;
- (b) Monitor potential risk areas in our business and supply chain; and

- (c) Reduce or mitigate the risk of slavery and human trafficking occurring in our business and supply chain.

7 Supplier adherence to our values

RIMOWA seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. RIMOWA will not tolerate any form of modern slavery and human trafficking within its supply chain.

We have a dedicated Ethics & Compliance team, which consists of representatives from the following departments:

- (a) Legal
- (b) Internal Control
- (c) Human resources
- (d) Finance

The so-called RIMOWA Ethics & Compliance Committee meets regularly and at least twice a year, as well as on an ad-hoc basis, also includes the CEO. RIMOWA has appointed two Ethics & Compliance Correspondents, one of them being the Chief Legal Officer and the other one being the Chief Human Resources Officer, to oversee all Ethics & Compliance related topics and to ensure strict adherence to all applicable legal and regulatory obligations.

To ensure that all suppliers and contractors in our supply chain comply with our values and the applicable law and regulatory framework, we ask all of our suppliers and contractors to conform to our Supplier and Business Partner Code of Conduct and reserve the right to terminate our relationship with any supplier/contractors in case of contravention, including without limitation for engaging in any form of modern slavery.

8 Remediation measures

We recognize that any forced labour or child labour found in an organization's business or supply chain should be addressed on a first-priority basis. To date, we have not identified any instances of modern slavery or human trafficking in our business and supply chains, therefore, no remediation measures have been necessary.

9 Remediation measures relating to loss of income to vulnerable persons

We also recognize that any remediation measures potentially have the unintended consequence of inflicting loss of income on vulnerable persons, such as migrant labourers, unskilled labourers, women, and children. As we have not discovered any instances of modern slavery in our business and supply chain, we have not had to take any remediation measures over the course of the reporting period that would have led to loss of income to the most vulnerable families.

10 Training and Awareness

All employees have to formally acknowledge the Employee Code of Conduct when joining the RIMOWA Group. The Code of Conduct comprises a section on modern slavery and human trafficking. We

regularly train our employees on Ethics & Compliance and related issues and continuously raise awareness to adhere to the Code of Conduct. The Code of Conduct is published on the RIMOWA Groups, intranet as well as on whiteboards throughout all entities and regularly promoted via global emails and other forms of communication.

11 Effectiveness in combatting modern slavery risks

To date, RIMOWA has not taken any actions to assess the effectiveness of our actions in preventing and reducing risks of modern slavery in our activities and supply chain. Going forward, we will assess the effectiveness of our actions by evaluating key performance indicators, namely the number of staff trained, the number of suppliers and contractors screened, the number of reported breaches, and the instances of remedial actions being taken.

12 Approval of the Report

RIMOWA has acted in consultation with their parent companies in the RIMOWA Group in preparing this report.

This report is made in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and constitutes RIMOWA's modern slavery report for the financial year commencing on 1 January 2024 and ending on 31 December 2024.

This report was approved by the Board of Directors of RIMOWA North America Inc. and RIMOWA Distribution Inc. pursuant to Paragraph 11(4)(b)(i) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* on 23 May 2025.

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.

Signed

By:  _____

Esther Hörmann

Director/CEO of RIMOWA Distribution Inc.

Director/CEO of RIMOWA North America Inc.

On: 23 May 2025

I have the authority to bind RIMOWA North America Inc. and RIMOWA Distribution Inc.