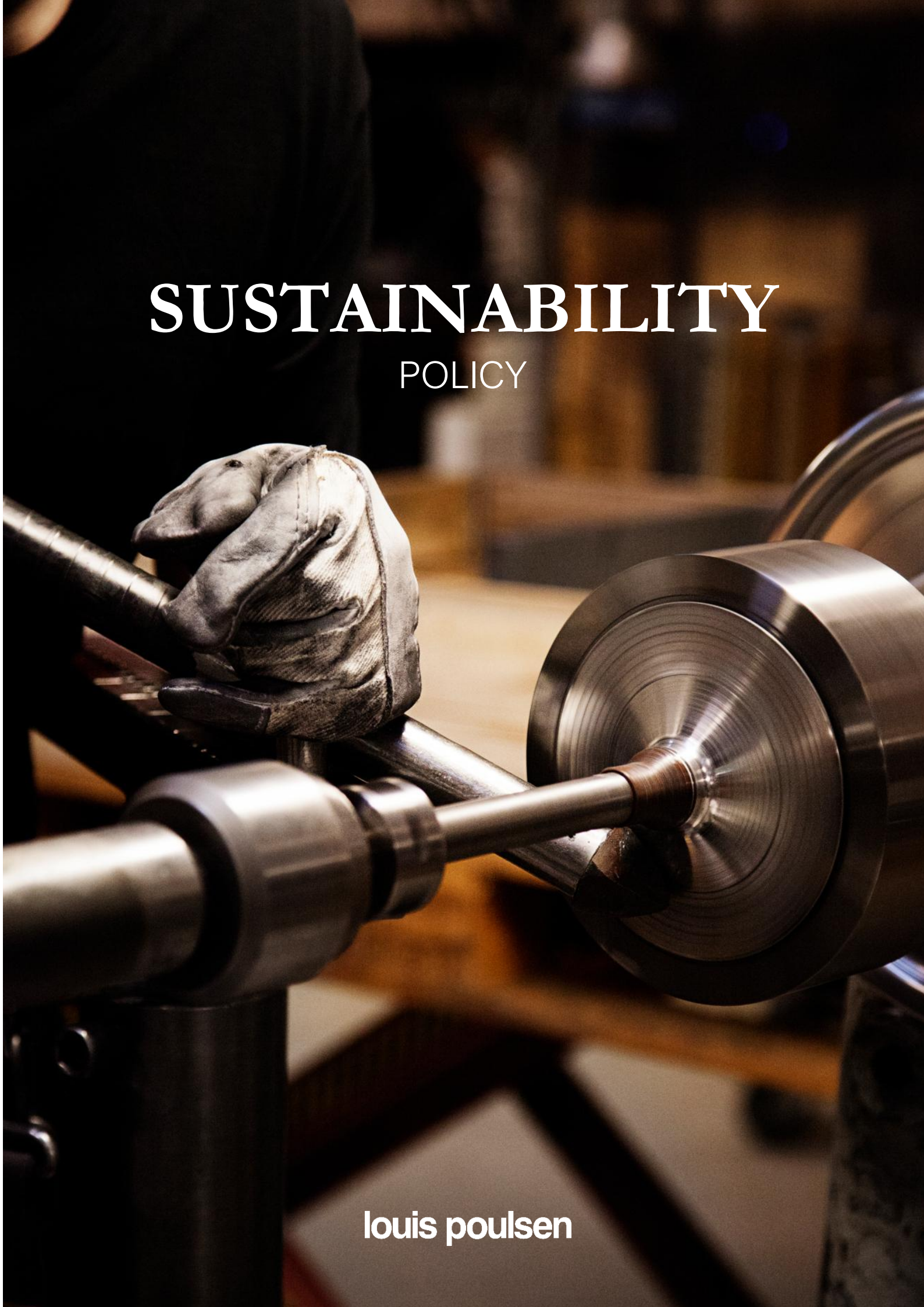

SUSTAINABILITY

POLICY

louis poulsen

Louis Poulsen A/S considers sustainability as the perfect blend between its timeless and long-standing design tradition and the emerging needs of the present. Louis Poulsen pursues its values and principles in its everyday activities, spreading its dedication across the whole value chain: craftmanship, quality and sustainability represent the very essence of our mission. Supporting craftmanship and heritage is a common priority of our Group, that concretely means engaging in the preservation of design legacies for the benefit of future generations.

Our products are not only beautiful objects, but the result of a mindful process which aims to take into account the environment, the interests of all of our stakeholders, and our heritage and community.

This is why we are conscient of the responsibilities we bear for the impacts our operations have on the environment and communities – and we commit to work to reduce the negative impacts we generate through what we do, and how we do it. The consistent embodiment of sustainability principles in processes makes Louis Poulsen's quest for quality even more concrete, as it ensures the production of long-lasting pieces of art – combining perfection with durability and circularity.

This Policy, enunciating the leading values and strategic pillars that guide Louis Poulsen A/S, formalizes Louis Poulsenpledge to all its stakeholders, representing the living proof of this commitment: to pursue its mission, Louis Poulsen undertakes to implement a series of actions with positive impact and to report its sustainability performance in a transparent manner.

Accordingly, Louis Poulsen undertakes to provide all its stakeholders with timely, public, relevant, accurate, precise, and truthful information. Published information will be made easily accessible to all interested users through the Sustainability Report. In line with the objectives of this Policy, Louis Poulsen A/S yearly publishes its Sustainability Report to disclose its sustainability performance and strategy. Finally, the present Sustainability Policy applies to Louis Poulsen A/S and its subsidiaries, covering all their activities and operations on a global scale, being clearly communicated to stakeholders and given visibility on all platforms. In particular, Louis Poulsen's staff will be trained on the commitments of the Policy and informed whenever a change in its contents occurs.

In the pursuit of its mission pursuant to this Policy, Louis Poulsen is inspired by the values set out in Louis Poulsen A/S' Code of Ethics, and namely:

- Legality: Louis Poulsen A/S commits to ensure any activity carried out by Louis Poulsen and its representatives is based on honesty, good faith and absolute compliance with the applicable laws and regulations, ILO and UN Conventions, and any other relevant statutory requirements. Relationships with public authorities and officials shall be handled with utmost diligence and cooperation.

- Transparency: Louis Poulsen ensures that information shared with the public by anyone working on behalf of Louis Poulsenis always based on reliable sources and, to the extent possible, verifiable criteria. Transparency also inspires Louis Poulsen's daily operations and the approach to public authorities, competitors, and customers.

- Accountability: Louis Poulsen A/S pledges to investigate and consider both the positive and the adverse effects, internal and external, of its own activities and of those associated with Louis Poulsen and stand accountable for them. Louis Poulsen also exercise its influence over partners to help them meet its standards. Moreover, Louis Poulsens aims at guaranteeing due diligence and compliance in allocating tasks and responsibilities.

These values translate into tangible sustainability commitment through the following three sustainability strategic pillars:

Design for the Planet

To foster our commitment to sustainability, blending innovation, eco-design, and circularity principles in our business activities, and throughout our value chain.



Design for People

To ensure a thriving workplace that guarantees fairness and inclusion as well as generating value to communities around the world.



Design for Culture

To nurture our brands' identities by preserving craftsmanship and design heritage, from scientific research to the preservation of design legacies.





By designing for the Planet, Louis Poulsen states its pledge towards a thorough and environmentally committed approach throughout its operations, from production lines to office activities. This translates into embedding Eco-Design principles into the design and engineering processes and assessing crucial aspects along the value chain by monitoring ESG risks. Louis Poulsen is committed to contributing to combat climate change through transparency and ambition measured with clear targets inspired by global best practice standards. Working alongside its suppliers, Louis Poulsen is committed not only to improve its performances, but to spread consciousness and drive the change.

By designing for People, Louis Poulsen is not only actively engaged in creating an inclusive working environment where diversity can thrive, but also in developing a powerful mindset so that its employees can unleash their potential to the fullest and live their career paths at their best. Louis Poulsen intends to be a proactive actor of the communities it is part of through the establishment of partnerships that create social value in a long-term perspective.

By designing for Culture, Louis Poulsen wants to ground its engagement to preserve the craftmanship enshrined in its products and to promote the historical value encapsuled in its most iconic design pieces by supporting scientific research and rescuing design legacies for future generations. Louis Poulsen strives to fuel innovation through research, further tighten



relationships with communities and aim to propel design culture forward while continuously creating cross-generational value.

The present Sustainability Policy will be periodically reviewed and updated according to the emerging needs of Louis Poulsen and to the external inputs that may arise.