HUBLOT

RESPONSIBLE BUSINESS PRACTICES

ANNUAL REPORT 2026

Responsible Jewellery Council • Code of Practices

REPORTING PERIOD 1 JANUARY – 31 DECEMBER 2025

CONTENTS

1. Company description 2. Our commitments: Human rights / Sourcing / Ethics / Highlights 3. Sustainable development objectives
4. Glossary and sources

01 COMPANY DESCRIPTION

Founded in 1980 and based in Nyon, Hublot is a Swiss watchmaking Maison belonging to the LVMH group. Its “Art of Fusion” philosophy combines watchmaking expertise, creativity and materials research. Its design, production and distribution activities rely on specialised suppliers and business partners around the world. Managing the social, environmental and ethical risks of this value chain is an important part of its responsible business commitment.

Hublot has been a member of the Responsible Jewellery Council (RJC) since October 2005. The Code of Practices certification currently listed in the RJC register, no. 0000 5338, is valid from 23 April 2024 to 23 April 2027. This certification results from a third-party assessment; on its own, it does not mean that all subsequent audit follow-up obligations have been fulfilled.

02 OUR COMMITMENTS

A. HUMAN RIGHTS

Hublot is committed to respecting the fundamental rights of the people affected by its operations and business relationships. Its public human rights policy is aligned with the principles of the Universal Declaration of Human Rights, the United Nations Global Compact and the United Nations Women’s Empowerment Principles. The Maison affirms its intention to identify, prevent and, where necessary, remedy adverse impacts that may result directly or indirectly from its activities.

This policy specifically condemns child labour, forced labour and human trafficking, harassment, abuse and discrimination. It also sets requirements on freedom of association, remuneration, working time, health and safety, and the prohibition of undeclared work. These requirements shape Hublot’s expectations of its employees and partners.

Each year, LVMH publishes consolidated information on social and human rights issues: skills development, diversity and inclusion, working conditions, health and safety, and social dialogue. These publications provide a common framework for the Maisons; the Group’s quantitative results cannot automatically be transposed to Hublot.

Hublot carries out partner checks and audits to identify risks and areas for improvement. The results show that no cases of modern slavery or human trafficking were identified for the period under review; this finding does not mean that all risk has disappeared.

B. SOURCING

Hublot is aware of the potential risks associated with the extraction and sourcing of gold, diamonds, coloured gemstones and other components: human rights abuses, environmental damage, money laundering, corruption and the financing of conflict. Its sourcing policy for diamonds, coloured gemstones and gold provides for compliance with international sanctions, applicable rules and responsible conduct requirements.

Hublot’s suppliers and business partners must comply with the principles of the LVMH Supplier and Business Partner Code of Conduct. These principles cover fundamental rights, the prohibition of forced and child labour, the prevention of discrimination, working conditions, environmental protection, business integrity and the fight against corruption. Written commitments, documentary checks and audit rights contribute to monitoring these requirements.

For diamonds, Hublot refers to the Kimberley Process certification scheme. For mineral supply chains, the Maison undertakes to apply the OECD five-step due diligence framework, particularly in conflict-affected or high-risk areas. Its policy provides for terminating the relationship with a supplier where a reasonable risk of certain serious abuses or of support for illegal armed groups is established.

Risk assessment and due diligence procedure

Supplier risk assessment is based on the geographic location and activity of partners, supplemented by three themes: human rights, environmental impact and anti-corruption. Each dimension is assessed on a 0/10 scale. This grid makes it possible to compare exposure levels and to direct checks towards suppliers requiring enhanced vigilance.

The control process described by Hublot includes written commitments from suppliers, verification of relevant certifications, KYS due diligence questionnaires and on-site audits to assess working conditions and compliance with the Maison's requirements. Risk mapping initially targeted key suppliers, and its extension and strengthening are still under way. In the event of non-compliance, a corrective action plan is defined with the supplier and its implementation is monitored by the responsible buyer.

Classifying a supplier as "at risk" does not mean that a violation has been established. It should lead to an adjustment of the level of control. Conversely, any confirmed non-compliance calls for an assessment, appropriate measures and, where applicable, escalation. The number of questionnaires, audits, physical visits or corrective plans completed in a given year can only be published after the corresponding files have been verified.

At the level of LVMH's Watches and Jewelry division, responsible sourcing objectives have been set for 2026 for gold, diamonds and coloured gemstones.

Building on this commitment, Hublot is taking part, alongside other Maisons of LVMH's Watches and Jewelry division, in a responsible gold project in collaboration with the Swiss Better Gold Association (SBGA). This collective initiative aims to strengthen gold traceability and transparency on its origin, while advancing responsible sourcing practices through the sharing of expertise and coordination between the Maisons.

C. ETHICS, RISK MANAGEMENT AND WHISTLEBLOWING

The LVMH Code of Conduct is the foundation of Hublot's ethical commitments. It covers in particular the prevention of corruption, conflicts of interest, respect for competition, information protection, relations with counterparties and regulatory compliance. The Maison makes its ethical framework and the Supplier Code of Conduct available on its website.

Hublot presents a compliance organisation that brings together the Legal, Internal Control and Procurement departments. This coordination makes it possible to link risk identification, supplier assessment and the monitoring of corrective measures. The risks relating to international sanctions, counterparty knowledge and anti-money laundering are also covered by the commitments set out in the precious materials sourcing policy.

Hublot encourages everyone, whether an employee or an external stakeholder, to report potential breaches of the Code of Conduct, internal policies or applicable laws. The LVMH Alert Line provides a channel for reporting and handling concerns, in addition to the relevant internal contacts. Hublot's whistleblowing procedure includes provisions for confidentiality and for the protection of people who report in good faith. The existence of this channel does not, in itself, allow any conclusion to be drawn about the number of alerts received or handled.

D. HIGHLIGHTS

a) Publication of a report on combating modern slavery

Hublot approved the report prepared in accordance with Canadian legislation on forced labour and child labour in supply chains. This publication sets out the governance framework, policies, supplier assessments, training and the first public due diligence indicators. It improves transparency on the existing arrangements.

b) Due diligence: mapping, risk analysis and remediation

The process documented by Hublot begins with the identification of suppliers and their main characteristics, as well as their adherence to the LVMH Supplier Code of Conduct. It continues with the assessment of geographic and sector risks, the review of certifications and documents, then audits or site visits where the situation warrants. Any gaps identified must give rise to corrective measures monitored by the responsible managers.

c) Investment in third-party assessment and integration of Aprovall

In 2025, Hublot invested in strengthening its duty of vigilance and third-party assessment framework, with the gradual integration of the Aprovall platform into its internal onboarding process for suppliers and business partners. This change aims to formalise a

common pathway for qualification, document collection, risk assessment and internal validation, with controls adapted to each partner's profile.

Aprovall helps structure the third-party knowledge questionnaires (KYS/KYC), the collection of the Code of Conduct, attestations and certifications, and their updates. Centralising this information should strengthen the traceability of checks, the monitoring of any corrective measures, and coordination between Procurement, Internal Control, Compliance and the other functions concerned. After an initial focus on direct purchasing and the most exposed materials, Hublot intends to gradually extend this approach to indirect purchasing and service providers. The level of deployment and the coverage indicators remain to be consolidated.

d) 2025 results to be documented before publication

87%	100%	85%
Signature of the Supplier Code of Conduct – Direct	RJC certification of at-risk component suppliers (Gold & Diamonds)	Of procurement team members have completed the mandatory duty of vigilance training.

03 SUSTAINABLE DEVELOPMENT OBJECTIVES

As a Maison of the LVMH group, Hublot follows the direction of the LIFE 360 environmental programme. This strategy brings together four complementary dimensions: combating climate change, protecting biodiversity, the circular economy, and traceability / transparency. It also involves suppliers and business partners through LIFE 360 Business Partners, notably to make progress on carbon, water and biodiversity impacts.

In the Watches and Jewelry division, the main issues concern the origin and certification of precious materials, the impacts of industrial and logistics activities, and responsible practices throughout the value chain. The objectives set by the Group for 2026 represent a framework for progress; they do not constitute an attestation of individual compliance by each Maison or each of its suppliers.

04 GLOSSARY AND SOURCES

RJC: Responsible Jewellery Council • OECD: Organisation for Economic Co-operation and Development • KYC: Know Your Counterparty • LIFE 360: LVMH environmental programme • LVMH: Moët Hennessy Louis Vuitton