



July 5, 2024

Managing bias and building inclusion at LVMH

This document certifies that **Thomas PENNACINO** has completed the training "Managing bias and building inclusion at LVMH"

Course summary: Completion of Managing bias and building inclusion at LVMH course.

provided by LVMH

Reference Number: 2998489994672762

You can also find this document on the Internet at the following address: <https://lvmh-tclearn.360learning.com/redirect/api/certification/2998489994672762>



Vanessa Mounzar,
LVMH Chief Diversity & Inclusion Officer

A handwritten signature in black ink, appearing to be "VM", located below the name and title of Vanessa Mounzar.



Pascal Jouvin,
LVMH House & Executive Development Director

A handwritten signature in black ink, appearing to be "PJ", located below the name and title of Pascal Jouvin.