# LVMH <br> Moët Hennesy - Louis Vuitton 

A company profile

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## SOMO/Mechtild Rosier

## lvmh A Company Profile

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## Introduction

Luxury goods companies are a French phenomenon. The French company LVMH is the only conglomerate of its type and the world's biggest luxury goods company. It brings together a unigue collection of prestigious goods and famous brandnames in the fields of champagne, wines, and cognac, as well as leather goods and luggage, perfumes, and fashion.
LVMH is a worldwide company, run by chairman and CEO Bernard Arnault known for his controversial management style. The company has activities in seventeen European countries, as well as in more than twenty other countries spread over the rest of the globe.
In 1995 the company had an average number of employees amounting to 19,517. Net sales in that same year were a little disappointing but still amounted FFr. 29,775 million, with a net income of FFr.4,047 million.
Important brandnames operated by LVMH are: Hennesy, Pommery, Louis Vuitton Malletier, Christian Dior, Kenzo, Givenchy and Fred.

In this company profile we will take a closer look at the activities and performance of this company.

## History

Mr. Arnault, put together LVMH at the end of the 1980s.
In 1987 the families Vuitton and Moet \& Hennessy allied in a 'marriage' between wine and spirits on the one hand and leather and perfume on the other'.
The Guerlain Perfume House, created in 1828, became a member of the LVMH Group in July 1994, through the acquisition of Djedi Holding.
LVMH reduced its investment in Guinness Plc. from 24 to 20\% in November 1994. In May 1995 LVMH acquired a controlling interest (raising it from $30 \%$ to $71 \%$ ) in Fred, one of the world's top jewellers, established in 1936.
In September of that year Delbard was sold, a horticultural company, which did not fit in to the company's core activities.
In January 1996 LVMH bought a stake of between 1 and $2 \%$ in the capital of the distribution company Allders of the United Kingdom. Allders is specialised in duty-free shops ${ }^{2}$.
In February 1996 LVMH acquired a 68\% interest in Spanish company Loewe for Pts. 20 billion, which produces upmarket leather goods, ready-to-wear, and fragrances. Loewe was founded in $1846^{3}$.
In April 1996 LVMH has furthermore purchased a 54\% share in Celine for FFR.2.7 billion, the leather goods and clothing business, from Au Bon Marche, a subsidiary of Financiere Agache ${ }^{4}$.
The remaining family interests in the house of Guerlain were also acquired in 1996, and in that year the company acquired the $29 \%$ stake in Fred, the jeweller, which it did not yet hold, for FFr 55 million ${ }^{5}$.

[^0]
## Structure and Management

The conglomerate LVMH is organized into five business segments:

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Champagne and Wines Cognac and Spirits Luggage and Leather Goods Perfumes and Beauty Products Other Activities
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The fifth segment 'other activities', is momentarily mainly comprised of fashion, jewelry and media activities.
The main segment within LVMH, considering its share of $31 \%$ of total sales, is:
Perfumes and Beauty Products.
LVMH has subsidiaries in:

| France | Spain | Germany | the Netherlands |
| :--- | :--- | :--- | :--- |
| Switzerland | Finland | Rep. of Ireland <br> Portugal | Belgium <br> Austria <br> Ireece |
| Luxembourg | United Kingdom | Denmark | Tarkey <br> Sweden |
|  |  |  |  |
| and in: |  |  |  |
| USA | Brazil | Japan | Hong Kong |
| Mexico | Bahamas | Australia | Canada |
| Singapore | Guam | Malaysia | Taiwan |
| Kuwait | Argentina | New Zealand | Trinidad\&Tobago |
| Panama | Monaco | Chile | South Korea |

At least 71 of its subsidiaries are located in home-country France, and most of these have their addresses in Paris.
Available addresses can be found in Annex I and II at the end of this report.

## MANAGEMENT

The board of directors consists of:

| Bernard Arnault | Chairman and CEO |
| :--- | :--- |
| Antoine Bernheim | Vice-Chairman |
| F.Chandon de Briailles | Vice-Chairman |
| And twelve other directors. |  |

General management is in the hands of 21 managers who each manage a company or activity.

The management style of the LVMH chairman has its admirors on one side, but also opponents on the other.
Analysts consider the hire-and-fire style of LVMH chief Bernard Arnault as highly
controversial. The company's assault on top fashion houses has paid off through profits but left a bad scent for some, they say. It has become a familiar pattern: Bernard Arnault's luxury goods group buys luxury companies with a grand old name and a not-quite-satisfying bottom line. Then assurances are given that the company's unique character will be retained and top executives are sometimes even specifically told that they will keep their jobs. But in the end almost everyone ends up leaving.
In June 1996 the latest to go was Jean Courtiere, who left Parfums Givenchy after 12 years at the helm. Courtiere was replaced by Alain Lorenzo, the bright chief executive Bernard Arnault had poached from Procter \& Gamble and personally appointed in August 1995. This completed the Arnault revolution at Givenchy. A few months earlier, Hubert de Givenchy - the company's founder whose name and style are linked with icons like Audrey Hepburn and Jackie Kennedy - had resigned, to be replaced by the brash young British designer John Galliano.
It could be argued that Hubert de Givenchy's time had passed, however on the other hand Jean Courtiere's track record at Parfums Givenchy was excellent. Over a decade he multiplied sales tenfold, to FFr 1.4 billion in 1995. In the beginning of June he launched Givenchy's latest fragrance, Organza.
But apparently being good is not enough to stay in your job at LVMH. Last March one of the few Dior executives to have survived the Arnault takeover, Maurice Roger, left Dior Parfums, which he had led successfully since 1982.
He, too, was replaced by a 'soapmaker': Patrick Choel, headhunted from Chesebrough Ponds, a US subsidiary of Unilever. A year before LVMH hired a Procter \& Gamble executive, Jean-Yves Malcuit, as Dior's marketing and communication director. When Arnault bought Dior less than a decade ago, for instance, he got rid of most of the top brass as well as the much-loved house designer, Marc Bohan, to replace him with the Italian Gianfranco Ferre. Soon after, Frederic Castet, the designer of the fur line, was also axed. Dior clients were so shocked by the brutality of the sackings that some boycotted the new collections. Princess Caroline of Monaco, pointedly wore old Bohan frocks on public occasions to mark her support.
Not that new hirees were necessarily safe. Among casualties in the new regime at Dior five years ago were managing director Beatrice Bongibault and communications director Francoise Monnard, who Arnault had poached from Jacques Calvet at Peugeot only a few months earlier.
Similarly, soon after LVMH bought Kenzo in 1993, its chairman since 1980, Francois Baufume, was axed and replaced by Richard Simonin, a senior LVMH executive. Industry observers also believe Jean-Paul Guerlain may not last long as the creative head of the perfume and cosmetics firm, in which LVMH bought the rest of the stock for FFr 1.8 billion, effectively ending the Guerlain family control after 168 years. Jean-Paul Guerlain pointedly refused to be present at the recent launch of the company's latest fragrance, Champs-Elysees, which was the first he did not design himself and which he has privately called 'vulgar'. The previous 320 scents, launched by the company since 1828 , were all designed by four generations of Guerlain family members ${ }^{6}$. The shakeup in the Guerlain company started in March 1996 when longtime Guerlain chairman Jean-Michel Paulhac was replaced by Christian Lanis, another former Unilever executive. Most of Guerlain's leading fragrances are over three-quarters of a century old. The Guerlain family is dismayed at the thought that Guerlain will follow the perfume industry's general trend, with more launches, a higher ratio of failures and a commercial culture ever closer to mass retailing techniques. On

[^1]the other side however Arnault supporters argue that he gets results, and that his creative choices are often daring and respected. The fact that LVMH is one of very few high-performing shares on the Paris stock exchange - in the past year the price has risen from FFr 862 to around FFr 1,300-makes it even harder to criticise Bernard Arnault's management style ${ }^{7}$.
${ }^{7}$ The European 13 June 1996.

## Activities

LVMH keeps its intention to conserve both its main activity groups. The luxury business however realises more that $60 \%$ of turnover, which fact is also acknowleged by the company management ${ }^{8}$.
The LVMH group is counting on the power of its brands to achieve its goals and on new product launches: for instance two new champagnes from Mokt et Chandon, and Veuve Clicquot, a new Hennessy cognac, and three new perfumes - Organza from Givenchy, Champs-Elysies from Guerlain, and another from Kenzo ${ }^{9}$.

CHAMPAGNE \& WINES
In the 'Champagne and Wines' segment the main brands are: Moët \& Chandon; Mercier; Dom Ruinart; Veuve Clicquot Ponsardin; Canard-Duchêne; and Pommery. In 1995 fifty million bottles were sold, of which $67 \%$ was exported, mainly to the USA.

## COGNAC and SPIRITS

Sales of this segment totaled FFr.5,277 million in 1995, representing a number of 32.7 million bottles. Of this total $45 \%$ was sold to the Far East, and $32 \%$ to the Americas. Main brands in this segment are: Hennesy; Thomas Hine; Pellisson (Raynal and Three Barrels).
Subsidiaries Taransaud and Garnier produce barrels of an exceptional quality.

## LUGGAGE AND LEATHER GOODS:

LVMH's Luggage and Leather Goods Segment encompasses the activities of Louis Vuitton Malletier; Loewe International, Berluti, and Christian Lacroix Maroquinerie, all active in designing, producing and distributing personal leather goods and accessories. Positive of this segment was the economic health of its major markets, as well as the growing tourism with an undiminished appetite for high-quality.
Severe fluctuations in exchange rates, and strikes in France however negatively affected sales growth in 1995. In Japan 38\% of sales were realised, followed by the rest of Asia which accounted for $23 \%$ of sales, underpinning the importance of the Asian market for this business segment.
The luggage and leather goods segment aims to remain the leader in the business through innovation within its subsidiaries:

## LOUIS VUITTON

Louis Vuitton is active in luggage and leather goods, and known worldwide to sophisticated travelers for its quality and craftmenship.
'It costs just pounds 250 to buy a monogrammed handbag. A man who cannot afford that for his wife or his mistress is not a man.' So said Yves Carcelle, the gleefully chauvinistic chairman of the company in June 1994.
What else would you expect from a company that turns out, to order, leather caviar cases, a pounds 20,000 trunk for an Imelda Marcos customer, to carry 30 pairs of her shoes, and boasts among its antique collection a toilette case made of crocodile skin outside, baby seal skins on the inside and real tortoiseshell hairbrushes?

[^2]The irony is that Louis Vuitton, a company that ought to have no place in the recession-hit politically correct 1990s, was doing business like never before. The French economy in 1994 reported a near 1 per cent fall in consumption in May. Meanwhile, Louis Vuitton was politely turning customers away saying it didn't have enough stock to keep up with demand. Even at 40\% margins, the company had no trouble selling, and added 13,000 square feet to extend its factory, which accomodated 240 people. Furthermore a second production facility was built, where 250 people would be employed. So, the extended factory space would double the production capacity. Also 9 additional retail outlets were opened, amongst others in Colombia and Luxembourg ${ }^{10}$.
The new buyers are predominantly Japanese, Taiwanese and from Singapore. An oriental tourist holding a collection of leather handbags costing up to Pounds 600 a piece, was politely but firmly told that she had to choose just one, because stocks were too low to allow customers to buy more than one piece.
Louis Vuitton is together with French government, cracking down on counterfeiters, whose business is booming. A new law makes anyone entering France carrying a fake liable for prosecution as an accomplice. In its struggle against cheap imitations Louis Vuitton hired an elite team of 70 customs officials to spot fakes entering the country. Last year the company destroyed 65,000 fakes coming from countries such as Morocco and Thailand. Korea is apparently the worst offender and in Italy fake luxury goods are beginning to rival drugs as the mafia's main source of income ${ }^{11}$.
Louis Vuitton Malletier had sales of FFr. 7,052 million in 1995, up 10\% over the preceeding year. But production undercapacity has a restraining impact on volume growth. In 1995 twelve new stores were opened around the world. New markets like Argentina, China, Indonesia and Malaysia were entered, while the North American network is still under reorganization. The 'Monogram Line' accounted for $55 \%$ of sales. The marketing communications of the company is aimed at sponsorship of antique automobile exhibits and the like.
Louis Vuitton opened two new boutiques of 500 m 2 in Paris and London in 1996, and wants to hire a young designer for its new line of accessoiries, like footwear and ceintures, but also sportswear ${ }^{12}$.
This year (1996) Louis Vuitton celebrates the centennial of the Monogram fabric with the LV initials. Seven avant-garde designers are invited to mark this anniversary by creating a series of limited edition models which combine functionality and originality.

## LOEWE

In the beginning of 1996 (February) LVMH took a 70\% interest in Spanish company Loewe. The acquisition is in line with LVMH's strategy of fully integrating key businesses in which it has a minority share. Loewe has specialized in the production of leather items. Besides that today Loewe also offers leather and textile ready-to-wear apparel, travel and fashion accessoiries, and perfumes. In Spain, Loewe products are sold in a network of 18 company-owned boutiques. Outside Spain, worldwide distribution is handled by Loewe International, in which LVMH already had a 90\% stake, with the remaining $10 \%$ held by Loewe. AT the year end of 1995 the retail

[^3]network of Loewe International encompassed 60 outlets outside of Spain. The Loewe brand, with an undeniable quality, is represented in 18 different countries, generating consolidated sales of approximately FFr. 1 billion ${ }^{13}$.

BERLUTI
This company was created in 1895 by Alessandro Berluti, an Italian who had settled in France. The company manufactures hand-crafted men's footwear of exceptional quality and comfort, in original designs and colors. It is both custom-made and ready-to-wear footwear, sold exclusively in the company's Paris store.

## CHRISTIAN LACROIX MAROQUINERIE

This company was created in October 1993 to exploit a licensing agreement covering production and distribution by Louis Vuitton Malletier of leather articles designed by Christian Lacroix couture house.

## CELINE

In April 1996 LVMH acquired a majority stake (54\%) of Celine, a luxury leather ready-to-wear and accessories business, from Au Bon Marche, a subsidiary of Financiere Agache, for FFr. 2.7 billion ${ }^{14}$. Two months later the company planned to complete this acquisition, by merging Celine with Financiere de la Madeleine, which owned the remaining 46 percent of Celine. FDM and Luis Vuitton then should merge through an exchange of Vuitton and FDM shares, if shareholders of both companies should approve that transaction. In 1995 Celine had net profits of FFr. 158 million, on FFr 1 billion sales ${ }^{15}$. The launch of a Celine fragrance is believed to be imminent ${ }^{16}$.

## PERFUMES AND BEAUTY PRODUCTS

Sales in this segment in 1995 totalled FFr.9,277 in 1995. Main brands in this segment include: Christian Dior (leader in the French market); Guerlain; Parfums Givenchy; and Parfums Kenzo. Of total sales in this segment $82 \%$ was exported, mainly to the USA (14\%).

## DIOR

Christian Dior employed around 1600 people in $1994^{17}$. Dior's perfumes are known worldwide. P14 was in 1994 the new perfume launch from Christian Dior. Its name was only known to a handful of people and the 'noses' at Dior spent the next year creating the right smell to go with the name.
When finally uncorked P14 would need more than $\$ 40$ million to launch it worldwide. Spending less just does not work, apparently. It cost Christian Lacroix an estimated $\$ 20$ million to develop and launch its latest perfume and it flopped. While Christian Dior

[^4]sales rose 4 per cent in 1992-33, its media spending on advertising and promotions rose 12 per cent.
Independent companies find it increasingly difficult to compete in that environment. LVMH claims to have found the right formula in mixing the craftsmanship of family firms and the financial muscle of a conglomerate ${ }^{18}$.

## GUERLAIN

LVMH in August 1996 announced its acquisition of the previously outstanding share of Guerlain. The Guerlain family had until now retained a $48 \%$ share of Djedi, which itself holds an $86 \%$ share of Guerlain. This remaining family share has now been sold to LVMH at a cost of over FFr 1.8 billion. In April 1994 LVMH had taken control over the Guerlain company. A majority stake in Guerlain was initially sold to Christian Dior, which was then parent of LVMH. The 52 per cent holding was then to be passed on to LVMH. Dior retained the right to buy the remaining 48 per cent ${ }^{19}$, which thus happened two and a half years later.

## OTHER ACTIVITIES:

The 'other activities' of LVMH realised $6 \%$ of total net sales in 1995, with sales amounting to FFr.1,970 million. Couture activities realised FFr.1,279 million, an overall growth of $11 \%$. Hubert de Givenchy presented his last haute couture collection as designer of the brand bearing his name. Results of GIVENCHY COUTURE held steady in 1995, thanks to Far Eastern sales. The new accessoiries line should have a significant impact in 1996. In China four branded sales outlets were opened in 1995, in order to get a foothold in this potentially important market.
In 1995 sales volumes of CHRISTIAN LACROIX rose over 50\%. And following this boutique network expansion and the successful development of his Bazar de Christian Lacroix ready-to-wear line, the designer launched a new line: Jeans de Christian Lacroix. Further expansion of the franchise store network is expected.

Furthermore we find in this fifth business segment:

## KENZO MODE

Wholesale ready-to-wear of this company improved its performance, while retail sales were slightly down. Two new stores were openend in Paris and New york in 1995, as well as 13 franchise boutiques, mainly in Europe. Kenzo is working on standardizing design and layout of its boutiques, reemphasizing advertising, and redoubling product development efforts. Positions in Germany and the US will be further strengthened. Haute Couture company Kenzo suffers from the increasing competition and will carry out a strategy to become more reactive as regards the wishes of women. It will also resort to relocation in order to increase its margins, but not to the detriment of the quality. Moreover, the rhythm of new collections will be increased ${ }^{20}$.

Apart from couture and fashion the other activities segment of LVMH also comprises

[^5]of: FRED, which joined the LVMH Group in 1995, entering it into the jewelry market. Through DESFOSSES and INVESTIR the Group is active in media business. DELBARD was sold in September 1995 to the Delbard family.

## RESEARCH \& DEVELOPMENT

R\&D capabilities within LVMH are largely decentrealized, in order to remain in close contact with the various operations. However a central organization is responsible for coordination of researsh projects which are of interest to several units, as well as for the contacts with the international scientific community. This central organization defines the group's priorities in line with the company's strategies.

## ENVIRONMENT

At group level there is a committee composed of representatives of most operating units which is responsible for the definition of LVMH's environmental strategy. Furthermore all group companies have established programs in order to manage their waste, minimizing refuse, and recycle wherever possible. A specialized in-house newsletter on environmental issues facilitates exchange of information and raises awareness within the group.

## P.R. AND SPONSORING

In January 1996 Global One won a contract with LVMH to design and manage a virtual private telecoms network to interconnect LVMH's sites throughout the world. This is the first contract in France for Global One, the telecoms joint venture firm between French telecoms operator France Tilicom and its German and US colleagues Deutsche Telekom and Sprint ${ }^{21}$.

Art patronage, is a relatively recent phenomenon in France, where culture has customarily been state-sponsored. In recent years corporate spending on culture has experienced a mini boom.
In January 1996 LVMH spent an estimated FFr 5 million sponsoring a Parisian retrospective of Cezanne's works, as a corporative communications tool. And the company made sure everyone knew about it by persuading Britain's Princess of Wales to attend the opening gala, thus assuring the required amount of publicity. Furthermore Dior designed a collection of multicoloured silk and harlequin-style haute couture outfits inspired by Cezanne. As an 'ambassador' of high taste and French art de vivre, LVMH has everything to gain from being associated with French creative artists such as Cezanne. 'Image management is the key to a luxury company's success,' said Jean-Paul Claverie, LVMH's special adviser on patronage - or cultural communications, as he prefers to call $\mathrm{it}^{22}$.

## STRATEGY

The group is stressing synergy in terms of production, logistics, and buying space. It is also going to develop synergy in sales outlets by setting boutiques under the brand name, located side by side; the first ones will be opened on the Mariana archipelago in

[^6]1997. The group's strategy is to develop through internal and external growth while stressing internal growth, and it wants to continue to develop in the luxury goods sector which provides three times more profitability on invested capital than wine and spirits ${ }^{23}$. An important aspect of the strategy of LVMH is global expansion, and developing the balance and complementarity between drinks on the one hand and luxury products on the other ${ }^{24}$.
The strategy calls for strengthening its positions in mature markets (EU and US), as well as for establishing footholds in emerging markets as the Far East and Latin America. The company is making strenuous efforts to spread its shareholder base.

[^7]
## Financial data

LVMH made a 1995 consolidated turnover of nearly FFr. 30 billion, up $6.5 \%$, and posted a $10 \%$ rise in its net earnings ${ }^{25}$. Continued difficulties in the Japanese drinks market held back full-year sales. LVMH also blamed strikes in France at the end of last year, and the strength of the French franc. On a constant exchange rate, the sales would have risen 11.7 per cent. But even so, the figures were below market expectations. On the other hand sales volume and market share had increased in all business segments, and large gains had been achieved in countries such as the US, UK and China.

Financial performance 1991-1995
(in millions FFr.)

|  | $\frac{1995}{}$ | $\frac{1994}{1993}$ | $\frac{1992}{1992}$ | $\frac{1991}{22,036}$ |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
| net sales | 29,775 | 27,967 | 23,819 | $\frac{21,658}{}$ | 3,737 |
| net income | 4,047 | 6,421 | 3,574 | 3,007 | 3,737 |
| R\&D costs | 100 | 92 |  |  |  |
| Employm.expense | 5,048 | 4,607 |  |  |  |

Analysts had been predicting profit rises of about 17 per cent in 1995, but net profits as was mentioned before only increased slightly over $10 \%$. LVMH blamed the lower than expected 1995 profits partly on Guinness, the UK drinks group in which LVMH holds a 20 per cent stake. Guinness has announced a series of restructuring measures ${ }^{26}$.
R\&D costs related to scientific research and development of new products amounted to FFr. 100 million in 1995. R\&D costs extended to packaging and design amounted to FFr. 178 million, while R\&D expenditures in the cosmetics area in 1995 represented 5\% of related sales.

Net sales by segment 1991-1995
(in millions FFr.)

|  | 1995 | 1994 | 1993 | 1992 | 1991 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Champagne and wines | 5,836 | 5,712 | 5,444 | 5,245 | 5,551 |
| Cognac and spirits | 5,277 | 5,987 | 5,846 | 5,553 | 6,229 |
| Luggage \& Leather | 7,415 | 6,716 | 5,665 | 4,700 | 4,847 |
| Perfume \& Beauty P. | 9,277 | 7,686 | 6,128 | 4,487 | 4,874 |
| Other activities | 1,970 | 0,866 | 736 | 673 | 535 |
| TOTAL | 29,775 | 27,967 | 23,819 | 21,658 | 22,036 |

[^8]${ }^{26}$ Financial Times, 30 January 1996; European Cosmetic Markets 1 March 1996.

As we can see in the figures the Perfumes and Beauty Products segment realises $31 \%$ of total net sales in 1995. The second best performing business segment within LVMH was Luggage and Leather goods ( $25 \%$ ), followed by Champagne and Wines, and Cognac and Spirits, which realised respectively 20 and $18 \%$ of net company sales. When we compare 1995 with 1994 we see that sales at the Champagne and wines businesses rose just 2 per cent from FFr 5.7 billion to FFr 5.8 billion. However, Cognac and spirits sales tumbled 11.8 per cent from FFr 5.98 billion to FFr 5.2 billion. Cognac volumes plunged for example 15 per cent in Japan.
The luxury products businesses did better than the drinks operations. The highly profitable luggage and leather goods division improved 10.3 per cent from FFr 6.7 billion to FFr 7.4 billion, although growth slowed in the fourth quarter.
Perfumes and beauty products advanced 20.5 per cent from FFr 7.68 billion to FFr 9.3 billion, thanks to new product launches and acquisitions ${ }^{27}$. The launch of Parfums Christian Dior's new fragrance, Dolce Vita, in autumn 1995 had been particularly successful ${ }^{28}$.
The French haute couture company Kenzo, a subsidiary of LVMH, registered a turnover of FFr. 2 billion in 1995, in which figure licences are included but perfumes not taken into account.
The Spanish leather and fragrances company Loewe, acquired by LVMH in March 1996, realised in its fiscal year ended 31 July 1995, sales of FFR. 690 million, up 20\% over the preceeding year.
In 1995, Loewe International had sales of FFr. 363 million, up by $15 \%{ }^{29}$.
Key development of 1995 was the fact that the company achieved volume growth, and gained market share in all its segments of activity, due to innovation and international expansion ${ }^{30}$.

1995 net sales by geographical area*
(in FFr. millions)

| Area | Sales | Percentage |
| :--- | :---: | ---: |
| France | 4,961 | $17 \%$ |
| Rest Europe | 6,233 | $21 \%$ |
| USA | 4,829 | $16 \%$ |
| Far East | 11,266 | $38 \%$ |
| Other | 2,486 | $8 \%$ |

TOTAL 29,775 100\%
(* to unaffiliated customers)
As we can see net sales outside France as a percentage of total net sales were $83 \%$, which was the same as in 1994. Export as percentage of net sales of the French subsidiaries was $76 \%$ in 1995 and $75 \%$ in the previous year. French exports amounted

[^9]to FFr. 13,915 million.
1995 net sales by geographic location of the subsidiary
(in FFr. millions)

| Area | Sales |
| :--- | :---: |
| France | 18,430 |
| Rest Europe | 4,361 |
| USA | 4,523 |
| Far East | 10,234 |
| Other | 1,187 |

TOTAL 38,735**
** This amount of net sales includes the inter-area sales, which totalled FFr. 8,960 million.

Based on the results of 1994 and 1995 the company forecasted another increase in turnover and results in 1996. Although the outlook would continue to be unclear, given the uncertain economic environment, particularly in Japan LVMH said, in January 1996, that it would invest in new markets and products. It would expand its distribution networks in south-east Asian countries, such as Vietnam, and in Latin American nations such as Brazil. New products would be launched under the Guerlain, Givenchy and Kenzo marques. Growth would also be boosted by the completion of the Celine and Loewe acquisitions ${ }^{31}$.

## 1996

However currency fluctuations affected the French group's turnover in the first quarter of 1996 , which came to FFr 6.432 billion compared with FFr 6.458 billion in the first quarter of 1995. Perfumes and beauty products represented a turnover of FFr 1.961 billion in the first quarter of 1996 compared with FFr 1.944 billion in the first quarter of 1995; luggage and leather goods came to FFr 1.961 billion in the first quarter of 1996, compared with FFr 1.729 billion for the same period in 1995; cognac and spirits came to FFr 1.961 billion compared with FFr 1.284 billion for the same period in 1995; and champagne and wines came to FFr 927 million, compared with FFr 909 million for the same period in 1995; and other operations came to FFr 568 million in the first quarter of 1996, compared with FFr 592 million for the same period in $1995^{32}$.

Operational profit in the first half of 1996 diminished by 10 per cent, to FFr. 2.6 billion, largely due to the results of the perfumes segment which decreased to FFr. 70 millions compaired with FFr. 380 millions over the same period in the preceeding year. This decrease was explained by LVMH as the result of increasing promotion costs as well as changed distribution policies. For example Christian Dior stopped selling through

[^10]discount stores, in order to keep up its image ${ }^{33}$.
LVMH operation results first semester $1996^{34}$
(in FFr. millions)

|  | $\mathbf{1 9 9 6}$ | $\mathbf{1 9 9 5}$ |
| :--- | :---: | ---: |
| Champagne and wines | 167 | 145 |
| Cognac and spirits | 769 | 790 |
| Luggage \& Leather | 1,724 | 1,717 |
| Perfume \& Beauty Products | 70 | 380 |
| Other Activities* | $1140)$ | $(111)$ |
| LVMH TOTAL | 2,617 | 2,921 |

* Incl. central costs

An Investext report stated: LVMH should benefit from expansion in prestige products (facilitated by a solid balance sheet), and in-depth Asia/Pacific penetration. The LVMH group boosted attributable earnings by $10 \%$ in 1995, after a strong 1994 performance of $23 \%$ growth. The company should see earnings growth over the next two years through a further recovery of champagne margins as a result of lower grape prices and restructuring in the division, through rapid expansion of the Luggage division as output builds up from Louis Vuitton's new workshop and the opening of around ten new boutiques, and through the vigorous launch of new perfumes and skin-care products ${ }^{35}$.

## SHARES

In November 1995 Sidel, Danone and LVMH were the favourite shares for small investors ${ }^{36}$. At the end of 1995 the number of outstanding LVMH shares was over 87 million.
In May 1996 Pinault-Printemps-Redoute, LVMH, and Carrefour are the French shares most recommended by foreign investors ${ }^{37}$.

[^11]
## Employment

Not much is to be found in press or official (company) documents on how LVMH manages its staff.
The average number of employees has been increasing since 1990, from 14,297 to 19,517 in 1995. This increase in staff numbers was mainly due to acquisitions.
From 1994 to 1995 the average number of employees increased by $5 \%$.
Average number of employees 1990-1995

| 1990 | 14,297 |
| :--- | :--- |
| 1991 | 14,648 |
| 1992 | 15,426 |
| 1993 | 15,826 |
| 1994 | 18,617 |
| $\underline{1995}$ | $\underline{19,517}$ |

Employment expenses rose from FFr. 4,607 million in 1994 to $\operatorname{FFr} .5,048$ million in 1995.

Dec.31, 1995-1993 number of employees, by job category

| Category | $\underline{1995}$ |  | $\underline{1994}$ |
| :--- | :---: | :---: | :---: |
| Labor and production | 6,217 |  | $\underline{1993}$ |
| Office and clerical | 8,163 | 7,238 | 5,428 |
| Technicians | 2,716 | 2,422 | 5,812 |
| Executives and management | 2,890 | 2,688 | 1,773 |
|  |  |  | 1,861 |
| TOTAL | 19,986 | 18,779 | 14,874 |

Above figures show that staff numbers in all job categories increased, except for labor and production personnel between 1994 and 1995.

Louis Vuitton's workforce rose by some 400 new employees in 1995, including 240 store personnel ${ }^{38}$.

For the LVMH subsidiaries in Europe, the (few) available employee numbers can be found in Annex l.
The figures do point out that LVMH is required to apply to the directive of European Works Councils. The total amount of employees within the EU is more than 1000, and there are at least two countries with more than 150 people employed by the company (France and Spain).

[^12]
# Annex I List of available addresses, Europe Corporate, couture, fashion and leather (luggage) activities 

## France

Moet Hennessy Louis Vuitton HQ 30, Avenue Hoche 75008 Paris

tel.: 33-1 44132222
fax.: 33-1 44132223

## Moet Hennessy

idem
Louis Vuitton
58, Avenue Montaigne
75008 Paris
tel.: 33-1 44208450
fax.: 33-1 42891288
Gie LVMH Recherche
25, rue des Peupliers 92752 Nanterre cedex
tel.: 33-1 41197610
fax.: 33-1 47691672
Celine
38, avenue Montaigne 75008 Paris
tel.: 33-1 49521212
fax.: 33-1 49521200

## Parfums Celine snc idem

Avenue $M$ International 41, avenue Montaigne 75008 Paris
tel.: 33-1 40701491
fax.: 33-1 49521300
Kenzo
3, Place des victoires 75001 Paris
tel.: 33-1 40397200
fax.: 33-1 40397192
number of employees: 60 (1994)
number of employees enterprise: 300
Passiflore S.A.
idem
fax.: 33-1 40397286
number of employees: 84 (1994)
Fleurus Boutique S.A. idem
fax.: 33-1 40397205
number of employees: 50-99 (1994)
Fleurseille
idem
Tamaris S.A.
idem
fax.: 33-1 45081099
number of employees: 30
number of employees enterprise: 460 (1994)
Kami S.A.
Parc d'Activités de la Grange-Barbier
1 Allée des Vergers
37250 Montbazon
tel.: 3347342400
fax.: 3347269322
Givenchy S.A.
3, Avenue George V
75008 Paris
tel.: 33-1 44315000
fax.: 33-1 47204496
number of employes: 165 (1994)
Gentlemen Givenchy S.A.
9, avenue Marceau
75116 Paris
tel.: 33-1 44315000
fax.: 33-1 44315115 (last number 3 ?)
Bellina
28, rue Faubourg Saint-Honoré75008 Paris
tel.: 33-1 42655454
fax.: 33-1 42650337
Christan Lacroix SNC
73, rue du Faubourg Saint-Honoré 75008 Paris
tel.: 33-1 42687900
fax.: 33-1 49249941
number of employees: 100-199 (1994)
S.H.C.
8, Rue Royale75008 Paris
tel.: 33-1 42603065
fax.: 33-1 47033668
Najeva
idem
Societe des Magasins Louis Vuitton France
La Grande Arche
1, parvis de la Defense Cedex 41
92044 Paris la Défense
tel.: 33-1 40903200
fax.: 33-1 40903399
Louis Vuitton Malletier
54, avenue Montaigne
75008 Paris
tel.: 33-1 40903200
fax.: 33-1 40903399
number of employees: 130
number of employees enterprise: 2000
Societe des Ateliers Louis Vuitton
idem.Christian Lacroix Maroquinerieidem.fax.: 33-1 40903152

```
Loewe international
idem.
fax.: 33-1 40903183
Loewe France
idem.
Berluti
26, rue Marbeuf
75008 Paris
tel.: 33-1 43595110
fax.: 33-1 42895792
Monaco
Celine Monte Carlo
Sporting d'Hiver Place du Casino
98000 Monte Carlo
tel.: 33-1 93309278
fax.: 33-1 93500474
Louis Vuitton Monaco S.A.
Avenue des Beaux-Arts
98000 Monte Carlo
tel.: 33 93251344
fax.: 33 93159286
Italy
Celine Italia
Via di Meleto
Frazione Strada in Chianti
50027 Creve in Chianti (Florence)
tel.: 39-55 8547321
fax.: 39-55 8547345
Celine production Srl
idem
Tamalia
Piazza Principessa Clothilde 8 20121 Milan
tel.: 39-2 29005950
fax.: 39-2 6599665
```

Passitalia
idem
fax.: 39-2 29006420
Jenifer SRL
Via del Babuino 124/A
Rome
tel.: 39-6 6797770
Louis Vuitton Italia Spa
Via Fratelli Gabba 3
20121 Milan
tel.: 39-2 723341
fax.: 39-2 8053531
number of employees: 20-49 (1993)
Loewe Italia Srl.
idem.
Stefano BI Srl.
idem.
United Kingdom
Florisloane Ltd.
15 Sloane StreetLondon SWA
tel.: 44-171 2354021
Christian Lacroix UK
23, Old Bond Street
London W1X 3DA
tel.: 44-171 4995132
fax.: 44-171 6296254
Louis Vuitton UK Ltd.
149 New Bond Street
London W1Y 9FE
tel.: 44-171 4958620
fax.: 44-171 4956230
Loewe Hermanos (UK) Ltd.
idem.

## Austria

## Louis Vuitton Osterreich GmbH <br> Kohlmarkt 5 <br> 1010 Vienna

tel.: 43-1 5337933
fax.: 43-1 5357940

## Portugal

Louis Vuitton Portugal Maleiro Limitada
Rua Augusta 196
1100 Lisbon
tel.: 351-1 3468600
fax.: 351-1 3426807

Spain
Louis Vuitton Espana S.A.
Calle José Ortega y Gasset 17
28006 Madrid
tel.: 34-1 5751952
fax.: 34-1 5782399
Loewe S.A.
Serrano 26
28001 Madrid
tel.: 34-1 4350645
fax.: 34-1 4351807
number of employees: 180 (1993)
Loewe hermanos, S.A. idem.
number of employees: 367 (1993)

## The Netherlands

LVMH Moët Hennessy Louis Vuitton BV
Jan Ter Gouwweg 147
1214 DC Naarden
Postbus 3011400 AH Bussum
tel.: 31-35 6946014
fax.: 31-35 6940334

## Denmark

Louis Vuitton Danmark A/S
Ostergade 18
DK 1110 Copenhagen
tel.: 45-33 151046
fax.: 45-33 151110

## Switzerland

Celine Suisse
31, rue du Rhone
1204 Geneva
tel.: 41-22 3121460
fax.: 44-22 3121442
Louis Vuitton (Suisse) S.A.
11, rue de la Rotisserie
1204 Geneva
tel.: 41-22 3113070
fax.: 41-22 3113077

Greece
Louis Vuitton Hellas SCA
39 Voukourestiou Street
10673 Athens
tel.: 30-1 3613938
fax.: 30-1 3647380

## Sweden

Marcusan AB
Stureplan 19
11145 Stockholm
tel.: 46-8 6117125

## Belgium

Florixelles<br>44, rue de Namur Brussels

tel.: 32-2 5140448
Louis Vuitton Belgique
Avenue Louise 25
1050 Brussels
tel.: 32-2 5373071
fax.: 32-2 5391438

## Germany

Fleurus Mode GmbH
Kaiserwertherstrasse 200
40474 Düsseldorf
tel.: 49-211 439980
fax.: 49-211 439844
Louis Vuitton Deutschland GmbH
Königsallee 30
40212 Düsseldorf
tel.: 49-211 864700
fax.: 49-211 8647099
Loewe Deutschland GmbH
idem

## IJTII MOET HEXVESS

LOLIS IUTTYON Inc．
Two Park Liveme－Suite 10：30
Xew hork．W10010
151
Tel．$(1 \div 12) 3+0 ?+80$
Fan（1－212）3＋0）？（020

## I．MII MOËT HITVESS

IOCIS ILTTHON
（JPい）KK
Sunineme I lanzomen Building ：3－16 Hanahmai－cho
（hitorlathor－Toh！10）－Japan
Tel 81－3）30（0．） 1031
Fan $81-3) 3=3+8501$
CEINE IVC
80）．Mathion tiemue
Suite 2000
Sew hork $171002 \underline{2}$－ 151
2－2）Somill state Strex
Dover．DF．19001－I＇S
Tel．（1－212） $30 \% 6202$
Fax $(1-212) 3080380^{0}$

## CELINE

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Kinklum－Honc－hines

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## （ELINEPTELTI）

（SIV：IPORE）
301 （Orchand Road 01 $23 / 2+$
Tahamhintara Road

Trl（0．7）：36 0.511
Fan（0．0） 7380

FLELRLS CORPORITIOX
OF IVERICA
80.5 Madion Arenue

Dew Sork 1110021 －ISI
Tel（1－212）？1－0101
$\operatorname{Fax}(1-212) ? 1 ? 1010$
KE KZO PIRIS KK
6．17．15 Shimomequro－Veguro－Kı Tokvo 15：）－Japan
Tel $(81-3) 5 \cdot(0++2.51$
Fax（81－3）5） $0+4201$
KEMZO ACSTR ILIA PTY I （hiftey Tower 2－2－－Chitley Square Syduey－Anstralia Fan（61－2）293 906

GINEVCII CORPORSTIOX
21 Ean ？
Now Howh \1 1002－2－1．5

Fas $(1-212)-2 \cdot 2+0.3$
GOEVCII KK（JPM）
Sumitomol Ianzomon Building 1F 3－16 Havabusa－cho．（hivorathis Tohio 102－Japan Tel $(81-3)-52061801$
Fax（81－3）5） 751.518
GFNTLEMIV GIEVCH）
（FUR－EAST）ITI）
2．301 smuing Praza
10 Hyom lienue－Hong Kong
Fax（85）5． $0.800 /$
T．0 0 （ +6

## （IIRISTIUI．ICRODX IXC．

－12Fifh Somue
Sru lowh．II 10010 －Is

Fan $1-212902003$

## CIRISTIIXI ICROIX JIPIV

lovama Twin 1－1－1
Vinami－Sovama
Minota－Kin－Tohyo 10？－Japan
Trl．（81－3）8＋ 8 －8816．7


FRED JOSILLIIER
（0．rue Rovale－－5008 Pari－France
Tel．（33－1）+2000300.5
Fan $(3: 3-1)+^{-} 0.33000$
FRED JO SIIIIER．IVC
＋（0）Vorih Rowleo Drive Bewon Hill． （10）2－10）－151
Tal（1－310）2－8 33：3
Fin $\left.(1-310) 2^{7}+10\right)^{-7}$ ．

FRE：D JIPIN LTD
＋8 Cinra－ $\boldsymbol{5}$（home－Chun－hin


## －CHAMPAGNE AND WINES

## CIIVIPMONE MOË゙I

 d（AIINDON20．aveme de Champaghe 51300 Foproay－France Tel．（33）20．512000 $\operatorname{Fax}(33) 20.5+8+23$

CHANIPICNE MERCIER
$\rightarrow$ ．）areme de（ hampage
51？00 Epman－Frame
Tin（33） $2(0.512000$
Fan $(33) \underline{2}(0+8+23$
FRUVCE（IIUMPMONES．I．

Tal（33） 20.512000
$\operatorname{Fan}(33) 26+8+23$
（；IE：MOË：T IIENESSI

## DISTRIBLTION

20）avemue de Champague
51200 Epernat－Frante
Tel．（3：3） 20.512100
Fas $(33) 26.5+8+23$
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Til．$(+2-171) 2359.11$

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O80） 36 Barrelona－jpain
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Portugal

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## DOMIINE：

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## DOMIINE CIITDON

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＂－reen Poin＂－\arowndah Ilighwa
 Ta．（01－3）9739 1110 $\operatorname{lia}(61-3)(17: 39105$

## CHIMIPMCNERL INMRT




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Ti．$(+t-1 ? 1)+16(0 .)^{-21}=$
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## CIIIIIPIONE

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## DEUECLICOLOT <br> P（0NS：IRI）IN

12．rue du Temple ．） 1100 Revine－France Tel．$(3: 3)-289)-5+0$ Fan（3：3） $20+0601$ ？
（IINIIPIONE：
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1．mer Edmond－（Canaril－BP＇ lates

Tif．（33）2061 1090
$\operatorname{ran}(33) 20611390$

## CIIIIPICNES

IT SPIRTLELX ASSOCIES
シ－2．rue du Prosident－II ilom
 T．4．$(33)+08 ? 6830$
$\operatorname{Fan}(33)+$ ？ 31169 ？
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## d CRITO

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Ticl．（33） 20010.203

CILIVIPICNE POMIIERI S．S．
5．plane dul（íméral（ionramel

Tr．（33）2061 6.203
$\operatorname{Fax}(33) 20016380$

## POMIIER

DISTRIBE TIO S．S．
．）8．ancoue du（，máral（，minan
1800 Veres－Swnzerland

Fas $(+1-21) 92020$

## SCIMARFEXBIRGBR

CLILARS．IXO
P．O．Bo：30．5－8．01 Highwal E？
Philo．（ 190 ）+60 － 1 s 1

$\operatorname{Fin}\left(1-70^{7}\right) 80.97-8$

## COGNAC AND SPIRITS

JIIIENNESSI d $0^{\circ}$
1．rue de la Richomine－BP－ 0 10101 Cosnaw Coma－Irance
Tal．（3．3）＋5．3．5 ？？？？

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10．puai a doranneric－｜i｜？
Widgh lamar－Trame

Fan $33+5010.39 \%$

## PISISGOM

33．aveme da（emeral I．ertere－BP－50 1010）Cognan Codex－France
Ta（3：3＋ 5021010
$\operatorname{Fan}(3)+582+78^{7}$

## DISTIIIERII：

DE I． 1 （ CRO IE ：
BP $11:$－rue de la Cruir
$1010+$ Cigntar Certer－Franme
Ped．（3：3）＋50 3： 1.51 .5


## TOXNELIERAE（；IRXIE：R

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Fan $(33)+0)(0) 1+19$
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10100 Cognaw Ciellos－Frame

Fax $(33)+583000$

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15/F Daree Hown- Taikon Place
9.9 King , Roand

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Trl. (850-2) ${ }^{9}$ ) 01888
$\operatorname{Fax}(8.2-2) 9 ? 10(0)$
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Fan $(60-3) \cdot 2+89(0) 1$
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## LUGGAGE AND LEATHER GOODS

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## 1.OCHSTMTONE



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## IOCIS ICITTON

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12-3 Kuhin Ler - Suite $1+100$

Tin ( $(1-808) 9518++$
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## I.OCIS IUTTVON

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I.OCIS ITITON

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Brazil
Tal. $(x-218113839$


## LOOLS ICTTTON

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Tin. ( $\mathbf{5}(0-2) 3.3+33^{7}(0+$
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1-1-1 \inami Sonama-Minato-Kin
Tohyo 10? - Japan
Til. $(81-3) 3+78309+$
Fas (31-3) $3+73.302+$
IOOIS IOTON

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Tin ( $\left(80^{2}\right) 29681338$
$\left.\operatorname{Fax}(8)^{2}\right) 29(83+11$

## 1.OLIS ITITON

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Ouarty Bay - Ilomy-Kong

$\left.\operatorname{Fax}(8)^{2}\right) 20(381+11$

## IOOLS IU ITVON

(SING: IPORE) Pu I Idd
01-09 The Shop ping Caillery
Ilitom Intermational
581 Orchard Rear
Singapmere 0923
Tel ( 0.5 ) 737.3820
$\operatorname{Fax}(0.5) 73 \div 230 ?$

IV COMETE SERMICE IAI
t？Chumg Sham Jorth Road
Section르－Taipei
Tawan
The（8802）523（0753
Fax $\left(8860^{2}\right) 5+2068^{9}$

## LOEIS ITTTON

TUIIIIId
1 d 2 1／F Loni， $\operatorname{Ininton}$ Building
t？．Chuge Sham Vorih Roand
Section－－Taipei－Tawan
Tel（ 8802020.30753
Fax（8002）+20089
COMETE © CLIV．Inc．
Tamming Box 1015．5－906：31（inaw

## 1．OLIS IUTTON

C，IM．Inc．
901 A Patilic \ews Building P．O．BOXE．B．－Igama
（：4am 96910
Tel．（6？ 1 ） $6+6,6232$
$\operatorname{Fan}(6 ? 1)(6+6.53: 3$
COMETESIIPIN．Inc．
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Lower Capitol Itill－P（）Box 5－Tt）
प1896950 Saipan
Tel．（6？ 0 ） $3 \times 2=8+0$
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## Annex III List of consolidated companies, at Dec. 31, 1995



| Cimplyanir | Heathluarter. | (.n+u) |  | 11 Fowhyluirler | (n+u川) <br> inerros |
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| Sc: C.I. du 30 in l'avenur lome | Paris, Frame | 9\%\% | Christian Lacroix [K Lid. | London. C nited Kingdom | 100\% |
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| (IIF. IT MII servire. | Parri, Frauce | $8{ }^{8} \%$ | Simuirr Télématigue S 5 | Parin, Frame | () ${ }^{(1) \%}$ |
| liproms | Pario, Fraure | 100\% | lumprinurie Desfonés Sl | Paris. France | 70\% |
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| Saim Jargur- Finame S | Parin, Framer | 10)\% | Tribune Desfomés St | Paris. France | 95\% |
| I. PIII Finamer $^{\text {S }}$ | Pario, Framer | 100\% | SIF.F.SA | Paris. Frame | -100\% |
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| D) ramusi | Biale Swizerland | 100\% | Finapres S.IRL | Pario, Frame | 100\% |
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|  | Paris. Framer | 11)( $3 \%$ |  |  |  |
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| Flanmerlle silkt. | Varwelle. Frume | 10) $0 \%$ | (hamprame Merciers ${ }^{\text {S }}$ | F.proway Frame | $73 \%$ |
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|  | Paris, Frumer | 1010\% | Muricis ('hambun sil (surow) | Cimerai Swizrrland | $7.3 \%$ |
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| Fiorishame l.ad. | L.undon. L nited Kinglom | 100\%\% | Werframs $\mathrm{S}_{\text {S }} /$ | Barrelonal Spain | 7:3\% |
| Finurionuane |  | 100\% | Ruers, Liminiada | Porro. Pormual | 73\% |
| Firurus Vowd Combll | Bertin. Cictumer | 100\% | Vheir at Chandoun (Lomderi) Lard. | L.ondoun. 1 nited Kingdom | $73 \%$ |
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|  | limer swizerland | －3＂\％ |  |  |  |
|  | Reime．Framer | $8 \%$ |  | Pallis． | $100 \%$ |
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| de（hamplagur | Reilins，Framer | $7 \%$ |  |  |  |
| Champadio Framer－IRI． | Reilios，Frame | ：3\％ | Lamio I milum－Frante | Parri．Framir | 10） $0 \%$ |
| Xegemasil | Reims，Frame | $36 \%$ | Lomir \ mimom Vantious | Vomice Carlo．Moniaco | 100\％ |
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[^0]:    ${ }^{1}$ Les Echos, 31 May 1996.
    ${ }^{2}$ Les Echos, 10 January 1996.
    3 Expansion (Madrid, FT, 3-2-1996.
    4 Women's Wear Daily Predicasts, 22 March 1996.
    5 Tribune Desfosses 2 May 1996 Page 13.

[^1]:    ${ }^{6}$ Annual Report, LVMH 1994, p. 7.

[^2]:    8 Les Echos, 31-05-1996.
    ${ }^{9}$ Le Figaro, 31 May 1996, p. 37.

[^3]:    ${ }^{10}$ Annual Report LVMH, 1994, p. 26.
    ${ }^{11}$ Daily Telegraph FT, 27-06-1994.
    ${ }^{12}$ Les Echos 27 September 1996.

[^4]:    ${ }^{13}$ European Cosmetic Markets 1 March 1996; AR LVMH 1995.
    14 Tribune Desfosses 2 May 1996 Page 13.
    15 Women's Wear Daily 27 June 1996 Page 14.
    ${ }^{16}$ European Cosmetic Markets 1 August 1996 Page N/A
    ${ }^{17}$ Kompass, France, 1995.

[^5]:    ${ }^{18}$ Daily Telegraph FT, 27-06-1994.
    19 The Guardian 30 April 1994.
    ${ }^{20}$ Les Echos, 05 Apr 1996, p. 8.

[^6]:    ${ }^{21}$ La Tribune Desfossis, 22 Feb 1996, p. 24.
    ${ }^{22}$ The European 18 January 1996.

[^7]:    ${ }^{23}$ Communication CB News 18 December 1995 Page 22,26,30
    ${ }^{24}$ LVMH Annual Report 1995, p. 4.

[^8]:    ${ }^{25}$ Le Figaro, 31 May 1996, p. 37.

[^9]:    ${ }^{27}$ Financial Times 30 January 1996.
    ${ }^{28}$ European Cosmetic Markets 1 March 1996.
    ${ }^{29}$ European Cosmetic Markets 1 March 1996 Page N/A
    ${ }^{30}$ Annual Report 1995, LVMH, p. $4 / 5$.

[^10]:    ${ }^{31}$ Financial Times 30 January 1996
    32 Agia Alimentation, 10 May 1996, p.SE19.

[^11]:    ${ }^{33}$ Les Echos 27 September 1996.
    ${ }^{34}$ Les Echos 27 September 1996.
    35 Investext 12 April 1996 Page 1-24
    ${ }^{36}$ La Vie Francaise, FT, 25-11-1995.
    ${ }^{37}$ Le Nouvel Economiste FT, 24-05-1996.

[^12]:    ${ }^{38}$ Annual Report 1995, LVMH.

