

# HERMÈS

## INTERNATIONAL

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SOCIÉTÉ HOLDING DU GROUPE HERMÈS, STÉ EN COMMANDITE PAR ACTIONS AU CAPITAL DE 53 840 400,12 EUROS - 572 076 396 RCS PARIS

Paris, 5th March 2020

### INDEX OF GENDER EQUALITY\*

The Group is committed to the principles of respect and recognition, irrespective of one's gender, origin, family background or profession. This commitment is formalized for employees in the Code of Ethics that is designed to ensure objectivity, equal opportunity, promotion of diversity and inclusion, without discrimination in all our managerial practices from recruiting, career management to our daily interactions.

Year : 2019

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\* According to law n° 2018-771 of 5th September 2018, and Decree n° 2019-15 of 8th January 2018, related to the implementation of rules leading to the removal of the pay gap between men and women within the Company