



HERMÈS

2020 UNIVERSAL REGISTRATION DOCUMENT

EXTRACTS FROM THE UNIVERSAL REGISTRATION DOCUMENT

The following page numbers are those of the 2020 Universal registration document

KEY DATA ON EXECUTIVE MANAGEMENT AT 31 DECEMBER 2020

Executive Management – § 3.2.2

Role

The Executive Management ensures the management of Hermès International. The role of Executive Chairman is to manage the Group and act in its general interest, within the scope of the corporate purpose and subject to those powers expressly granted by law or by the Articles of Association to the Supervisory Board, to the Active Partner and to Shareholders' General Meetings.

The Executive Chairmen's their roles are distributed as follows: Mr Axel Dumas is in charge of strategy and operational management, and Émile Hermès SARL, through its Executive Management Board, is responsible for vision and strategic priority areas.

The Afep-Medef Code qualifies the Executive Chairmen as "Executive Corporate Officers".

Composition at 31/12/2020



Mr Axel Dumas
Executive Chairman

Appointed by decision of the Active Partner dated 4 June 2013 (effective 5 June 2013)



Émile Hermès SARL
(represented by Mr Henri-Louis Bauer)

Executive Chairman
 Appointed by decision of the Active Partner dated 14 February 2006 (effective 1 April 2006)

3

KEY DATA ON GOVERNING BODIES AT 31 DECEMBER 2020

The scope of the governing bodies selected includes the committees established by the Executive Management several years ago to regularly assist it in exercising its general duties, namely:

- ♦ the Executive Committee;
- ♦ the Operations Committee.

The Executive Committee – § 3.2.3.1

Role

The Executive Chairmen are supported in their management of the Group by the Executive Committee. This consists of Managing Directors, each of whom has well-defined areas of responsibility.

Its role is to oversee the Group's strategic and operational management.

The Executive Committee meets at least every two weeks.

The management of the Covid-19 crisis required a significant increase in this frequency in 2020, particularly during the first lockdown in France, with a daily meeting.

Its composition reflects the Group's main areas of expertise.

Composition at 31/12/2020

9
MEMBERS

25%
WOMEN
(EXCLUDING EXECUTIVE
CHAIRMAN)

8 years
AVERAGE LENGTH
OF SERVICE ON THE
EXECUTIVE COMMITTEE

20 years
AVERAGE LENGTH OF SERVICE
IN THE GROUP

54 years
AVERAGE AGE ¹

The Operations Committee – § 3.2.3.2

Role

The Operations Committee, which reports to the Executive Management, is made up of the Executive Committee and the Senior Executives of the main *métiers* and geographical areas of the Group.

Its duties are:

- ♦ to involve Senior Executives in the Group's major issues and strategic orientations;
- ♦ to promote communication, sharing and reasonable exchanges amongst its members in their area of responsibility;
- ♦ to enable the Executive Committee to take certain decisions.

The Operations Committee meets two or three times a year.

Composition at 31/12/2020

25
MEMBERS

69%
WOMEN
(EXCLUDING THE EXECUTIVE CHAIRMAN
AND THE EXECUTIVE COMMITTEE)

13%
FOREIGN NATIONALS

1. The ages indicated are determined in number of full years at 31 December 2020.