



HERMÈS

2020 UNIVERSAL REGISTRATION DOCUMENT

EXTRACTS FROM THE UNIVERSAL REGISTRATION DOCUMENT

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

3.2.4 NON-DISCRIMINATION AND DIVERSITY POLICY

3.2.4.1 GENDER BALANCE POLICY IN GOVERNING BODIES

In accordance with the provisions of 2 of Article L. 22-10-10 of the French Commercial Code, we describe below how the Company seeks balanced representation of men and women on the committees established, where relevant, by the Executive Management, in order to regularly assist it in exercising its general duties, and the results in terms of gender balance in the 10% of key management positions.

Since 2018, the Supervisory Board has been tasked with ensuring that the Executive Chairmen implement a non-discrimination and diversity policy in the governing bodies.

This policy was presented to the Supervisory Board in late 2018.

Pursuant to Article 7 of the Afep-Medef Code, updated in January 2020, Boards are recommended to set gender balance objectives within governing bodies.

The HCGE implementation guide published in March 2020 stipulates that in *sociétés en commandite par actions* (Partnerships limited by shares):

- ◆ it is the responsibility of the Executive Management to set gender balance objectives and the time frame for attaining them, as well as to determine how these objectives and the action plan are implemented;
- ◆ the Supervisory Board ensures compliance with and monitoring of this recommendation. It is informed annually by the Executive Management of the results obtained so that they can be included in the corporate governance report.

It was recommended that companies make their best efforts to set and publish gender balance targets by 2020.

The Executive Management presented the following Company gender balance objectives to the Supervisory Board on 25 February 2020:

Overall gender balance target for governing bodies: the proportion of members of each gender should not be less than 40%. 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 (role and composition § 3.2.3.1);
- ◆ the Operations Committee (role and composition § 3.2.3.2).

Time horizon: the proportion set having already been reached on 31/12/2019, the Executive Management has set the target of maintaining the current balance (over both the medium and long term).

Action plan: for several years now, the Company has been encouraging female representation among Senior Executives, which should help achieve this goal.

At the start of 2021, the Supervisory Board noted that the overall gender balance of the governing bodies remained in line with the objectives set.

The diversity policy applied to the members of the Supervisory Board is described § 3.3.2.

3.2.4.2 GENDER BALANCE IN GOVERNING BODIES

The table below illustrates gender balance on the governance bodies, on the Supervisory Board and in the Senior Executives category:

AT 31 DECEMBER	2020		2019	
Governing bodies (Executive Committee and Operations Committee)				
Proportion of women	13/24	54.2%	13/24	54.2%
Proportion of men	11/24	45.8%	11/24	45.8%
Overall female representation				
Supervisory Board (excluding the employee representatives on the Supervisory Board)		50.0%		50.0%
CAG-CSR Committee		66.7%		66.7%
Audit and Risk Committee		40.0%		40.0%
Senior Executives		47.0% ¹		44.0% ²

(1) This category comprises the 105 positions with the highest levels of responsibility according to the classification used by the Group in 2020.

(2) This category comprises the 83 positions with the highest levels of responsibility according to the classification used by the Group in 2019.