

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



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GENDER EQUALITY INDEX

As illustrated by the results published below, the Hermès Group is steadfastly committed to promoting gender equality. Particular emphasis is placed on equal pay for equal work and on equal opportunities for access to employment and internal promotions. At all levels of the organisation, equal opportunities, diversity and inclusivity in terms of employment, training, supervision and remuneration are supported by the house's choices, which focus on tangible and durable actions. The group comprises a high proportion of women (67%), represented at all levels of the hierarchy such as the Operations Committee (69%).

In early 2019, Hermès unified its international maternity leave policy by establishing a minimum 16-week period of maternity leave, with basic wages maintained at 100%, and generalising 100% coverage of maternity-related healthcare costs.

In France, agreements or action plans relating to professional equality are regularly renewed in order to maintain a balanced compensation scale between women and men, as well as to ensure fair treatment in allocating salary increases. These agreements define targets that aim to promote the role of fathers in undertaking family duties and enable women to exercise a professional activity corresponding to their wishes. Women in management and supervisory positions at production facilities also benefit from personalised coaching.

Reminder of the 2020 Index published March 3, 2021

Year: 2020

Index results:

Weighted average global index: 92/100

In accordance with the decree of 10 March 2021, the results obtained for each indicator of the different companies are as follows:

HERMÈS INTERNATIONAL: 98/100

1. Remuneration gap: 38/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

HERMES SELLIER: 94/100

1. Remuneration gap: 39/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 10/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

HERMES MONTE CARLO : 100/100

1. Remuneration gap: 40/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

MAROQUINERIE DE SAYAT : 88/100

1. Remuneration gap: 38/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 10/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

MAROQUINERIE DE SAINT ANTOINE : 99/100

1. Remuneration gap: 39/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

LES MANUFACTURES DE FRANCHE COMTE : 94/100

1. Remuneration gap: 39/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

LA MAROQUINERIE DU SUD-OUEST : 99/100

1. Remuneration gap: 39/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

MAROQUINERIE DES ARDENNES : 92/100

1. Remuneration gap: 37/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

LES MAROQUINERIES DES ALPES : 83/100

1. Remuneration gap: 38/40
2. Difference in individual wage increase rates: 10/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

MAROQUINERIE DE NORMANDIE : 82/100

1. Remuneration gap: 37/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 5/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

BEYRAND : 81/100*

1. Remuneration gap: 29/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: not computable
4. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

* In accordance with points 5.1 of Annexes I and II of the decree 2019-15 of 8 January 2019, since indicator 3 is not computable, the total number of points obtained was reduced to 100 by applying the proportionality rule

TANNERIE DE VIVOIN : 89/100

1. Remuneration gap: 39/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 0/10

TANNERIE DE MONTEREAU : 96/100

1. Remuneration gap: 36/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

COMPAGNIE DES CUIRS PRECIEUX : 82/100

1. Remuneration gap: 27/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

CIE DES CRISTALLERIES DE SAINT LOUIS : 91/100

1. Remuneration gap: 36/40
2. Difference in individual wage increase rates: 20/20
3. Difference in promotion rates between women and men: 10/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

CIE DES ARTS DE LA TABLE ET DE L'EMAIL : 98/100

1. Remuneration gap: 38/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

MAROQUINERIE DE GUYENNE : 94/100

1. Remuneration gap: 34/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

ATELIERS AS : 92/100*

1. Remuneration gap: 38/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: not computable
4. Number of workers of the under-represented gender among the 10 highest remunerations: 5/10

* In accordance with points 5.1 of Annexes I and II of the decree 2019-15 of 8 January 2019, since indicator 3 is not computable, the total number of points obtained was reduced to 100 by applying the proportionality rule

HOLDING TEXTILE HERMES : 83/100

1. Remuneration gap: 23/40
2. Difference in individual wage increase rates: 35/35
3. Percentage of employees given a wage increase on return from maternity leave: 15/15
4. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10

HERMES PARFUMS : 88/100

1. Remuneration gap: 38/40
2. Difference in individual wage increase rates: 10/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a wage increase on return from maternity leave: 15/15
5. Number of workers of the under-represented gender among the 10 highest remunerations: 10/10