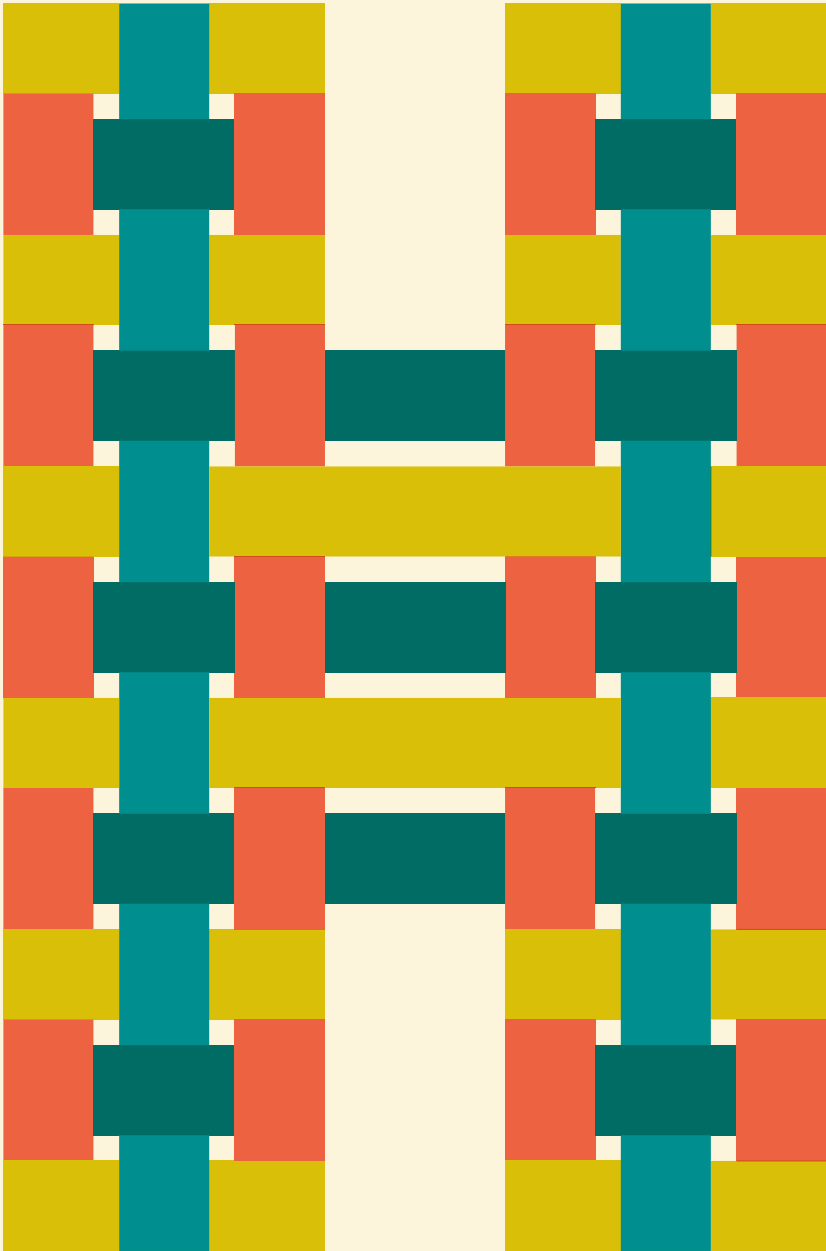


# 2020 Universal registration document

CSR EXTRACT  
Non-Financial Performance Statement (NFPS)



### 2.7.2.2 COMMUNICATION AND TRANSPARENCY VIS-À-VIS STAKEHOLDERS

Hermès, a company with a discreet culture, strives nonetheless to make its sustainable development strategy, objectives and actions more transparent, in a rapidly changing context, and in particular to meet the expectations of stakeholders.

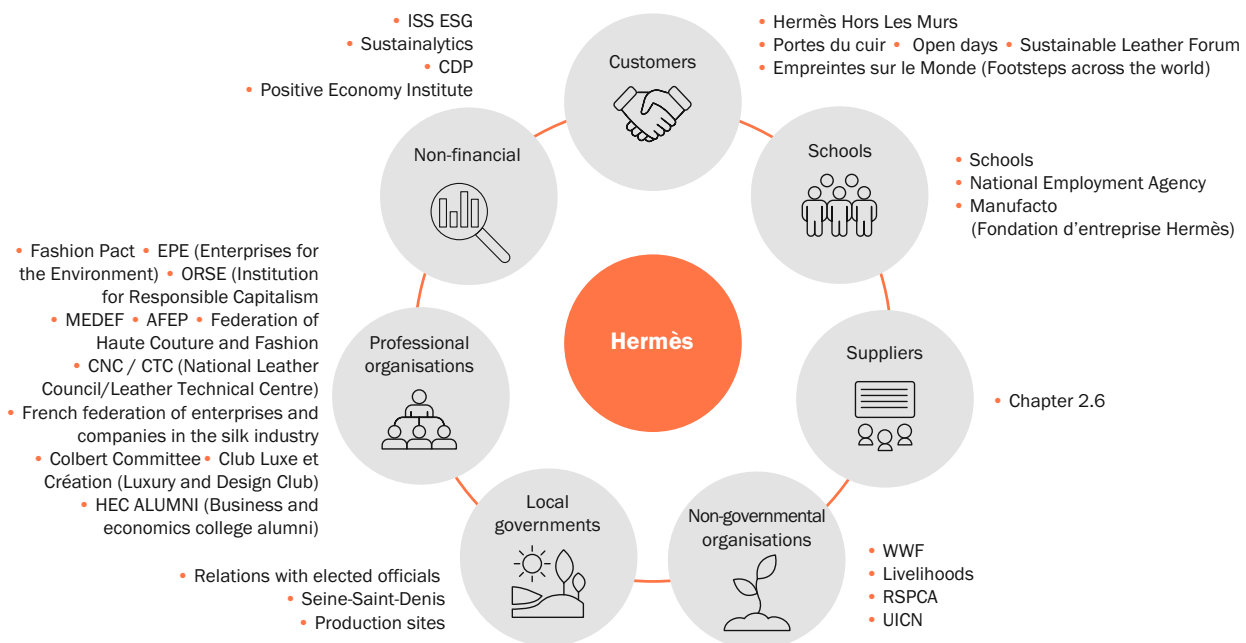
Thus, in a proactive approach, the teams are working to create the setting for more transparent external communication. This includes the responses to questionnaires and external analysts, as well as the dialogue established and initiated with the press, and influence.

To this end, in September 2020, a page dedicated to CSR was added to the new financial website <https://finance.hermes.com/en/a-value-creating-and-sustainable-french-model/>.

In addition, the House incorporates the best practices established by:

- ◆ TCFD (Task Force on Climate-related Financial Disclosures): see § 2.5.2;
- ◆ CDP (Carbon Disclosure Project): <https://www.cdp.net/en/>;
- ◆ SASB (Sustainability Accounting Standards Board): cross-reference table in § 2.7.2.2.1 below.

The Hermès Group's interactions with its stakeholders illustrated in this chapter break down as follows<sup>1</sup>:



1. List not exhaustive.

Hermès, as a socially responsible company, has been recognised several times by independent agencies, such as specialised ESG rating and ranking agencies, through their 2020 ratings of the House. For its first active participation in several assessments and rankings, Hermès was

placed among the most virtuous companies in the subject areas from the outset. These assessments were carefully chosen by Hermès for their credibility, rigour and representativeness of the priority challenges of the sector, including, but not limited to, the following analysts:

<b>SUBJECT</b>	<b>Assessor</b>	<b>2018 score</b>	<b>2019 score</b>	<b>2020 score</b>
Climate change	CDP	F	B	B
Water	CDP	F	B	A-
Forest	CDP	F	B	B
Cattle	CDP		B	B
ESG risks	ISS ESG	D	C	C
ESG risks	Sustainalytics	53	72 (fourth out of 181)	Publication 2021
Positive value creation	Positivity index	C	B+	B+
Human Rights	CHRB	3.5%	12.9%	36.5%
CSR commitment	Global Compact	Advanced	Advanced	Advanced

CDP is an international organisation that has been recording the environmental performances, particularly climate actions, of more than 8,400 companies since 2002. The average scores of the “apparel design” segment in Europe are C for Climate & Forest, and B- for Water.

ISS ESG (formerly Oekom) is a specialist ESG (environment, social and governance) rating agency. The scores it attributes range from D- to A+. To be rated “prime”, companies must achieve a level of C+.

Sustainalytics is a rating agency that assesses listed companies based on their ESG performance. Hermès is rated as an “outperformer” and is fourth in its peer group of 181 companies on a worldwide basis, with a score of 72/100.

The positivity index is a French analysis administered by the Positive Economy Institute to companies in the CAC 40. In 2020, the average score of the panel was C+. With a level of B+, Hermès is among the top-ranking companies on the criteria examined: working conditions, value-sharing, environmental footprint, education and research, and long-term strategic vision.