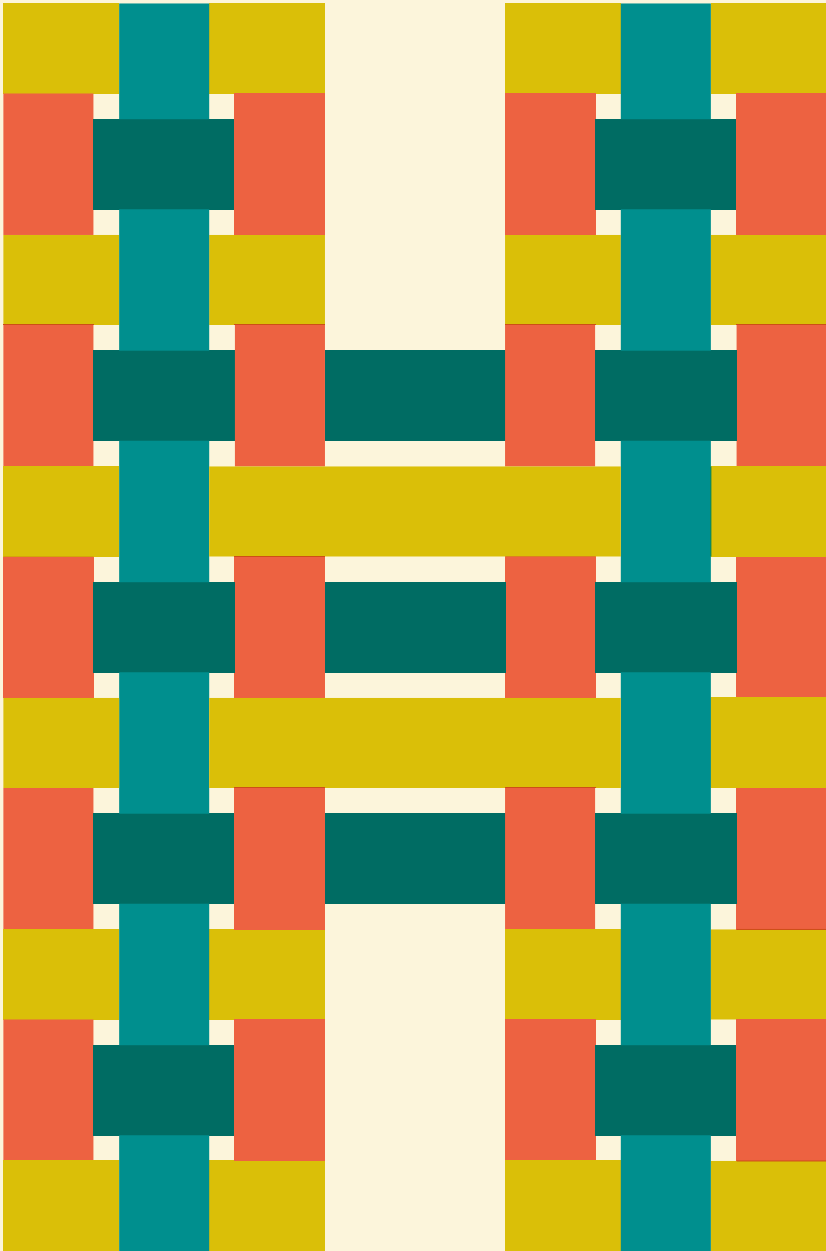


2020 Universal registration document

CSR EXTRACT
Non-Financial Performance Statement (NFPS)



Group entities get involved

Hermès reaffirmed its active commitment, in 2020, to increase its generous initiatives in all the regions where it operates. Manufacturing sites and distribution subsidiaries get involved regularly, and are keen to continue the partnerships established. While Group Management is at the root of many initiatives and commitments, the international distribution subsidiaries remain a source of ideas and contribute significantly to the development of local initiatives and partnerships. They encourage involvement and nurture a sense of belonging among employees, who come together around a project and with common objectives. These commitments, made locally, are carried out in addition to the philanthropic initiatives carried out by the Fondation d'entreprise Hermès.

Due to the health crisis, many actions could not be renewed or were limited in their scope of action. Nevertheless, in general, the House has maintained its generous actions as much as possible, in terms of financial donations, in-kind donations and volunteer actions. The entities have made considerable efforts to adapt and anticipate these actions.

In 2020, more than 340 such operations brought together employees around the world, including some 100 more specifically related to the pandemic. They contributed, during their working hours as well as in their own time, to environmental, cultural or solidarity actions with local communities. Among these concrete actions, more than 1,500 hours, were contributed, despite the unprecedented context this year.

In France

Nearly 54 actions (excluding actions related to Covid-19) were carried out in France during 2020, whether financial, in-kind donations or donations of time, in addition to the Foundation's actions.

Since 2017, toys have, for example, been collected at the 13 French sites. In 2020, 526 kg of toys were collected for the partner association. These activities promote professional reintegration and help protect the environment.

Since 2016, the uniforms of the sales associates are given to an association for professional reinsertion in France.

In addition, numerous financial donations are made for cultural projects, particularly in museums that showcase fabrics and/or silk.

International

The editions of *Carrés Solidaires* continue, and in particular, allow solidarity initiatives throughout the world to be supported and encouraged. Thus, in 2020, subsidiaries in Singapore, Hong Kong, the United Kingdom, the United States, China and Switzerland took part. **A total of 2,825 carrés, created specifically for the initiatives, were sold to benefit nine associations.**

The **Europe** region invited its subsidiaries to take part and recorded a total of 62 local actions in favour of the most vulnerable people.

- **Spain** is assisting children at risk of social exclusion by providing financial support to two local NGOs.

- The **United Kingdom** has continued its commitment to a charity for the protection of abused and/or neglected children since 2019. The subsidiary also organised a fundraising campaign to contribute to this initiative, involving 32 employees.
- **Germany** has renewed its partnership with a local association for the second year and contributes financially to the aid and support of disadvantaged children, young people and families by giving them access to education, culture or sport.
- **Italy** is continuing its contribution to numerous social associations, such as supporting young people in an artistic field.

Employees in **Asia** and **Asia-Pacific** carried out 75 actions, mainly through concrete initiatives to preserve local *savoir-faire*, art and heritage.

- **China** is committed to helping sick children, particularly those with heart disease, by helping to fund research into a 3D printing technology. To finance this action, the subsidiary held a charity sale at the end of the year.
- **Hong Kong** has been actively involved in numerous local associations for two years. Another charity sale of *Carrés Solidaires* was held this year. At the same time, 20 children were supported in their weekly orthodontic therapy, through 840 sessions over a period of 11 months.
- In **Singapore**, 30% of the revenue of the 700 copies sold of the Hermès "Wild Singapore" scarf, designed by Alice Shirley, was donated for the benefit of two environmental projects, the optimisation of green spaces in Singapore and the support of the urban biodiversity model.
- **Taiwan** is committed to long-term actions, and for the fourth consecutive year has supported an institution specialising in the care of disabled children, as well as an association that helps students in need. As part of its commitment to biodiversity, the teams also carried out replanting actions this year in coastal areas.
- **Korea** continues its contribution, for the fifth consecutive year, to the conservation and sustainable use of cultural heritage by supporting local craftsmanship, in particular certified master craftspeople with unique *savoir-faire*. The subsidiary has made a financial commitment to restore the buildings of the Royal Palace.
- The **Travel Retail** division, involving six countries in Asia-Pacific, once again donated 200 orange boxes filled with essential and educational products for young people in need.
- In **Australia**, the subsidiary renewed its long-term partnership with the Sydney dance ballet, with the creation of its first show for young audiences. Performing in schools in Western Sydney, this show invites students to dance classes. A donation of 3,384 meters of silk was also made to benefit various associations, particularly in the field of cancer research for children and young people.