# HERMÈS

2021 UNIVERSAL REGISTRATION DOCUMENT

**EXTRACT FROM THE UNIVERSAL REGISTRATION DOCUMENT**

The following page numbers are those of the 2021 Universal registration document

## 3.9.4 SUMMARY TABLE OF THE USE OF FINANCIAL DELEGATIONS OF AUTHORITY

In accordance with the provisions of Article L. 225-37-4-3° of the French Commercial Code (*Code de commerce*), the table below shows all the delegations of competence and powers granted by the General Meeting to the Executive Management in financial matters, distinguishing between delegations that were valid, and delegations used, in the 2021 financial year, as applicable.

| Date of General Meeting<br>Resolution No. | Delegations valid in 2021 | Limit common to several authorisations | Use in 2021 |
|---|---|---|---|
| **PURCHASE OPTIONS/FREE SHARES** | | | |
| 24 April 2020<br>18th resolution | **Authorisation**: allocation of stock options<br>**Duration (expiry)**: 38 months (24 June 2023)<br>**Individual limit**: 2% | 2% | *None* |
| 24 April 2020<br>19th resolution | **Authorisation**: allocation of existing free ordinary shares<br>**Duration (expiry)**: 38 months (24 June 2023)<br>**Individual limit**: 2% | | *None* |
| **BUYBACK/CANCELLATION OF SHARES** | | | |
| 24 April 2020<br>6th resolution | **Authorisation**: share buyback<br>**Duration (expiry)**: 18 months (24 October 2021) [1]<br>**Individual limit**: 10% of the share capital – maximum amount of €2 billion – maximum price per share: €850 | | See chapter 7 "Information on the Company and its share capital", § 7.2.2.10.1 |
| 24 April 2020<br>17th resolution | **Authorisation**: cancellation of shares<br>**Duration (expiry)**: 24 months (24 April 2022) [1]<br>**Individual limit**: 10% of the share capital | | *None* |
| 4 May 2021<br>6th resolution | **Authorisation**: share buyback<br>**Duration (expiry)**: 18 months (4 November 2022) [2]<br>**Individual limit**: 10% of the share capital – maximum amount of €2.5 billion – maximum price per share: €1,200 | | See chapter 7 "Information on the Company and its share capital", § 7.2.2.10.1 |
| 4 May 2021<br>17th resolution | **Authorisation**: cancellation of shares<br>**Duration (expiry)**: 24 months (4 May 2023) [2]<br>**Individual limit**: 10% of the share capital | | *None* |
| **EQUITY SECURITIES** | | | |
| 4 June 2019<br>15th resolution | **Authorisation**: capital increase by incorporation of reserves<br>**Duration (expiry)**: 26 months (4 August 2021) [1]<br>**Individual limit**: 40% of the share capital | n/a | *None* |
| 4 June 2019<br>16th resolution | **Authorisation**: issue with preemptive subscription rights maintained<br>**Duration (expiry)**: 26 months (4 August 2021) [1]<br>**Individual limit**: 40% of the share capital | 40% | *None* |
| 4 June 2019<br>17th resolution | **Authorisation**: issue with preemptive rights cancelled<br>**Duration (expiry)**: 26 months (4 August 2021) [1]<br>**Individual limit**: 40% of the share capital | | *None* |
| 4 June 2019<br>18th resolution | **Authorisation**: capital increase reserved for members of a company or group savings plan<br>**Duration (expiry)**: 26 months (4 August 2021) [1]<br>**Individual limit**: 1% of the share capital | | *None* |
| 4 June 2019<br>19th resolution | **Authorisation**: issue by private placement<br>**Duration (expiry)**: 26 months (4 August 2021) [1]<br>**Individual limit**: 20% of the share capital per year | | *None* |
| 4 June 2019<br>20th resolution | **Authorisation**: issue to compensate contributions in kind<br>**Duration (expiry)**: 26 months (4 August 2021) [1]<br>**Individual limit**: 10% of the share capital | | *None* |

| Date of General Meeting Resolution No. | Delegations valid in 2021 | Limit common to several authorisations | Use in 2021 |
|---|---|---|---|
| 4 May 2021<br>18th resolution | **Authorisation:** capital increase by incorporation of reserves<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** 40% of the share capital | n/a | *None* |
| 4 May 2021<br>19th resolution | **Authorisation:** issue with preemptive subscription rights maintained<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** 40% of the share capital | 40% | *None* |
| 4 May 2021<br>20th resolution | **Authorisation:** issue with preemptive rights cancelled<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** 40% of the share capital | | *None* |
| 4 May 2021<br>21st resolution | **Authorisation:** capital increase reserved for members of a company or group savings plan<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** 1% of the share capital | | *None* |
| 4 May 2021<br>22nd resolution | **Authorisation:** issue by private placement<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** 20% of the share capital per year | | *None* |
| 4 May 2021<br>23rd resolution | **Authorisation:** issue to compensate contributions in kind<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** 10% of the share capital | | *None* |
| **DEBT SECURITIES** | | | |
| 4 June 2019<br>16th resolution | **Authorisation:** issue with preemptive subscription rights maintained<br>**Duration (expiry):** 26 months (4 August 2021) [1]<br>**Individual limit:** €1 billion | €1 billion | *None* |
| 4 June 2019<br>17th resolution | **Authorisation:** issue with preemptive rights cancelled<br>**Duration (expiry):** 26 months (4 August 2021) [1]<br>**Individual limit:** €1 billion | | *None* |
| 4 June 2019<br>19th resolution | **Authorisation:** issue by private placement<br>**Duration (expiry):** 26 months (4 August 2021) [1]<br>**Individual limit:** €1 billion | | *None* |
| 4 June 2019<br>20th resolution | **Authorisation:** issue to compensate contributions in kind<br>**Duration (expiry):** 26 months (4 August 2021) [1]<br>**Individual limit:** €1 billion | | *None* |
| 4 May 2021<br>19th resolution | **Authorisation:** issue with preemptive subscription rights maintained<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** €1 billion | €1 billion | *None* |
| 4 May 2021<br>20th resolution | **Authorisation:** issue with preemptive rights cancelled<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** €1 billion | | *None* |
| 4 May 2021<br>22nd resolution | **Authorisation:** issue by private placement<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** €1 billion | | *None* |
| 4 May 2021<br>23rd resolution | **Authorisation:** issue to compensate contributions in kind<br>**Duration (term):** 26 months (4 July 2023)<br>**Individual limit:** €1 billion | | *None* |

| Date of General Meeting Resolution No. | Delegations valid in 2021 | Limit common to several authorisations | Use in 2021 |
|---|---|---|---|
| **MERGER BY ABSORPTION, SPIN-OFF, PARTIAL CONTRIBUTION OF ASSETS** | | | |
| 4 May 2021<br>24th and 25th resolutions | **Authorisation**: merger by absorption, spin-off and partial contribution of assets subject to the legal regime for spin-offs and resulting capital increase<br>**Duration (term)**: 26 months (4 July 2023)<br>**Individual limit**: 40% of the share capital | 40% (25th resolution) | *None* |

*(1) These authorisations were cancelled, for the remaining duration and for the unused fraction, by delegations of the same nature authorised by the General Meeting of 4 May 2021.*

*(2) These delegations are intended to be cancelled, for the remaining duration and for the unused fraction, in the case of the adoption of new resolutions concerning new delegations of the same nature by the General Meeting of 20 April 2022 (see chapter 8 "Combined General Meeting of 20 April 2022", § 8.2.1 and § 8.2.2 – Explanatory statement to the sixth and seventeenth resolutions).*

It is proposed that the General Meeting of 20 April 2022 renew the financial delegations previously granted to the Executive Management for:

- share buybacks/cancellations (see chapter 8 "Combined General Meeting of 20 April 2022", § 8.2.1 and § 8.2.2 – Explanatory statement to the sixth and seventeenth resolutions);
- the possibility of granting stock options and allocating existing free ordinary shares to employees and Senior Executives of the Company and its subsidiaries.