

PRESS RELEASE

Paris, 20th December 2022

HERMÈS RECOGNISED BY THIRD-PARTY EVALUATIONS FOR ITS NON-FINANCIAL TRANSPARENCY AND COMMITMENTS

Hermès is pleased to share the latest improvements in assessments made by non-financial rating agencies. These results reflect the house's fundamentals and the strength of its commitments as a responsible employer. Hermès is taking action to protect the climate and has confirmed its 1.5°C target, which has been validated by the SBTi, following a logic of enhanced transparency.

In November 2022, Sustainalytics updated its assessment of Hermès' exposure to ESG risks, ranking the house as the best player in Textiles & Clothing (No. 1 out of 191 companies) and in the Luxury Goods sector (No. 1 out of 102 companies). Thanks to constant efforts to ensure transparent disclosures, Hermès achieved this year the best risk assessment level with a "Negligible risk" classification and an improved score of 9.2.

Hermès moved up one place in the ESG performance ranking established by Moody's ESG Solutions, taking 5th place in the Luxury Goods and Cosmetics sector. The group thus consolidated its position in the CAC40 ESG index, with a score that improved by 4 points (65/100) and notable progress in all areas. The environmental strategy of the house is particularly recognised with an excellent rating of 80/100.

In 2022, Hermès joined the CDP's "A-list", making the house one of the world's 330 top-performing companies in environmental matters. The best rating "A" was achieved in the Water assessment while the "A-" rating was confirmed in the Climate assessment.

The house's social performance was recognised once again in 2022 by the rating agency Humpact which ranked Hermès among the top three most employment-friendly companies in France, all categories combined, and among the top three companies in France to promote the employment of people with disabilities.

The 2021 ranking of the governance bodies of SBF 120 companies organised in November 2022 by the French Ministry in charge of Gender Equality, Diversity and Equal Opportunities gave Hermès a special mention, as the best in its category: Parity among the Top 100 (49% women).

Lastly, in July 2022, Hermès won the Transparency award, recognising the quality of the information published in SBF 120 regulated disclosures.

These results reflect Hermès' commitment to constantly improving its social, societal and environmental performance for a virtuous and long-term growth.

Since 1837, Hermès has remained faithful to its artisan model and its humanist values. The freedom to create, the spirit of innovation, the constant search for beautiful materials, the transmission of savoir-faire of excellence, and the aesthetic of functionality all forge the singularity of Hermès, a house of objects created to last. An independent, family-owned company which encompasses 16 *métiers*, Hermès is dedicated to keeping the majority of its production in France through its 52 workshops and production sites and to developing its network more than 300 stores in 45 countries. The group employs more than 18,400 people worldwide, including more than 11,500 in France, among whom more than 6,000 are craftsmen*. Axel Dumas, a sixth-generation family member, has been Hermès CEO since 2013. Founded in 2008, the *Fondation d'entreprise* Hermès supports projects in the areas of artistic creation, training and the transmission of savoir-faire, biodiversity, and the preservation of the environment.

* As of 30th June 2022

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