

RELEASE

Paris, April 20, 2023  
6:00 p.m. Paris time

**APPROVAL BY THE GENERAL MEETING OF 20 APRIL 2023 OF THE  
COMPENSATION POLICIES FOR EXECUTIVE CHAIRMEN AND SUPERVISORY  
BOARD MEMBERS**

**In accordance with the article R. 22-10-14 IV of the French Commercial Code (*Code de commerce*)**

The General Meeting of 20 April 2023 approved the compensation policies for Executive Chairmen and for Supervisory Board members as presented in the 2022 Universal Registration Document (chapter 3 “Corporate governance”, § 3.8.1) as follows:

Resolutions	Result of the vote
<i>11<sup>th</sup> resolution</i> Compensation’s policy for Executive Chairmen	Approved at 91.59%
<i>12<sup>th</sup> resolution</i> Compensation’s policy for Supervisory Board members	Approved at 99.94%

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 54 workshops and production sites and to developing its network of more than 300 stores in 45 countries. The group employs 19,700 people worldwide, including 12,400 in France, of which nearly 7,000 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 31st December 2022