



# HERMÈS

2022 UNIVERSAL REGISTRATION DOCUMENT

**EXTRACTS FROM THE UNIVERSAL REGISTRATION DOCUMENT**

The following page numbers are those of the 2022 Universal registration document

### 3.3.2 EXECUTIVE MANAGEMENT

The Executive Chairmen are appointed by the Active Partner, after consultation with the Supervisory Board. In accordance with the Articles of Association, the Executive Management comprises one or two Executive Chairmen, who are natural persons, Active Partners or from outside the Company, each having the same powers. The term of office of the Executive Chairmen is open-ended.

The role and powers of Executive Management are described in § 3.2.3.

The roles of the Executive Chairmen are distributed as follows: Mr Axel Dumas is in charge of strategy and operational management, and Émile Hermès SAS, through its Executive Management Board, is responsible for vision and strategic priority areas.

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#### Composition at 31/12/2022



**Mr Axel Dumas**

Executive Chairman

**Appointed by decision of the Active Partner dated 4 June 2013 (effective 5 June 2013)**



**Émile Hermès SAS**

Executive Chairman (represented by Mr Henri-Louis Bauer)

**Appointed by decision of the Active Partner dated 14 February 2006 (effective 1 April 2006)**

- ♦ **Changes among the Executive Management in 2022:** None.
- ♦ **Changes among the Executive Management since 31 December 2022:** None.

#### 3.3.2.1 NUMBER OF SHARES TO BE HELD BY THE EXECUTIVE CHAIRMEN

At its meeting of 21 March 2017, the Supervisory Board decided that the Executive Chairmen should each be required to hold a minimum of 1,000 Hermès International shares pursuant to Article 24 of the Afep-Medef Code revised in December 2022.

The two Executive Chairmen fulfil this obligation as at 31 December 2022.

Information concerning restrictions relating to the sale of shares by the Executive Chairmen is provided in § 3.10.2.3.

### 3.3.3 GOVERNING BODIES

The definition of the Governing bodies retained for a number of years includes the committees established by the Executive Management several years ago to regularly assist it in exercising its general duties, namely:

- ♦ the Executive Committee;
- ♦ the Operations Committee.

This scope complies with the definition of Article L. 23-12-1 of the French Commercial Code (*Code de commerce*) in its wording resulting from law no. 2021-1774 of 24 December 2021 aimed at accelerating economic and professional equality (known as the Rixain law).

As Hermès International employs fewer than 1,000 employees, it is not subject to the obligations of the Rixain law.

The policy of non-discrimination and gender balance within the Governing bodies is described in § 3.3.4.

#### 3.3.3.1 EXECUTIVE COMMITTEE

##### 3.3.3.1.1 Role and composition

Role	Composition at 31/12/2022		
<p>The Executive Chairmen are supported in their management of the Group by the Executive Committee. This consists of Executive Vice-Presidents, each of whom has well-defined areas of responsibility.</p> <p>The role of the Executive Committee is to oversee the Group's strategic and operational management.</p> <p>The Executive Committee meets every two weeks.</p> <p>Its composition reflects the Group's main areas of expertise.</p>	<b>11</b>	<b>40%</b>	<b>8 years</b>
	<b>MEMBERS</b>	<b>WOMEN MEMBERS</b> (EXCLUDING EXECUTIVE CHAIRMEN)	<b>AVERAGE LENGTH OF SERVICE ON THE EXECUTIVE COMMITTEE</b>
	<b>19 years</b>	<b>55 years</b>	
	<b>AVERAGE LENGTH OF SERVICE IN THE GROUP</b>	<b>AVERAGE AGE <sup>1</sup></b>	



Members of the Executive Committee in the Pantin leather goods workshop in Île de France. From left to right: Agnès de Villers, Pierre-Alexis Dumas, Olivier Fournier, Sharon MacBeath, Guillaume de Seynes, Axel Dumas, Catherine Fulconis, Florian Craen, Charlotte David, Wilfried Guerrand, Éric du Halgouët

### Mr Axel Dumas

Executive Chairman

- ◆ **Mr Florian Craen**  
Executive Vice-President  
Sales & Distribution
- ◆ **Ms Charlotte David**  
Executive Vice-President  
Communication
- ◆ **Mr Pierre-Alexis Dumas**  
Artistic Executive  
Vice-President
- ◆ **Mr Olivier Fournier**  
Executive Vice-President Corporate Development and  
Social Affairs
- ◆ **Ms Catherine Fulconis**  
Executive Vice-President Leather Goods & Saddlery  
(which also includes Hermès Horizons and  
Equestrianism) and petit h
- ◆ **Mr Wilfried Guerrand**  
Managing Director *Métiers*, Information Systems and  
Data
- ◆ **Mr Éric du Halgouët**  
Executive Vice-President Finance
- ◆ **Ms Sharon MacBeath** (since 1 March 2022)  
Group Director of Human Resources
- ◆ **Mr Guillaume de Seynes**  
Executive Vice-President Manufacturing Division &  
Equity Investments
- ◆ **Ms Agnès de Villers** (since 1 March 2022)  
Chairwoman and Executive-Vice President of Hermès  
Perfume and Beauty

### Changes in the Executive Committee in financial year 2022

On 1 March 2022, two new members joined the Executive Committee:

- ◆ Ms Agnès de Villers, Chairwoman and Executive Vice-President of Hermès Perfume and Beauty
- ◆ Ms Sharon MacBeath, Group Director of Human Resources.

### Changes in the Executive Committee since 31 December 2022

None

(1) Average calculated on the basis of the age of the members of the Executive Committee, determined on a full-year basis as at 31 December 2022.

### 3.3.3.1.2 Profile, experience and expertise of the members of the Executive Committee

Name Age Date of birth Nationality	Date of appointment to the Executive Committee	Education	Positions held in the Hermès Group (date of appointment)	Other positions
◆ <b>Axel Dumas</b> 52 years <sup>1</sup> 03/07/1970 French	02/05/2011	See § 3.3.2.2		
◆ <b>Florian Craen</b> 52 years <sup>1</sup> 31/10/1970 French	01/09/2013	École Supérieure du Commerce Extérieur de Paris (1992) Harvard Business School (AMP 184)	Executive Vice-President Sales & Distribution of Hermès International (since 1 September 2013) Managing Director of Hermès North Asia (2009) Managing Director of Hermès Great Britain (2006) International Director of Hermès Travel Retail (2001) European Director of Hermès Travel Retail (1997)	
◆ <b>Charlotte David</b> 47 years <sup>1</sup> 28/03/1975 French	12/10/2015	Essec (1997)	Executive Vice-President Communication (since 12/10/2015)	
◆ <b>Pierre-Alexis Dumas</b> 56 years <sup>1</sup> 04/06/1966 French	01/10/2005	Graduate in visual arts from Brown University (1991)	Artistic Executive Vice-President (since 01/10/2005)	

(1) The ages indicated are determined in number of full years as at 31 December 2022.

Name Age Date of birth Nationality	Date of appointment to the Executive Committee	Education	Positions held in the Hermès Group (date of appointment)	Other positions
♦ <b>Olivier Fournier</b> 61 years <sup>1</sup> 10/07/1961 French	01/06/2015	EM Lyon (1983) Graduate degree in accounting and finance	Executive Vice-President Corporate Development and Social Affairs of Hermès International (2015) Executive Vice-President Hermès Sellier craftsmanship division (2008) Managing Director of Holding Textile Hermès (2001) Managing Director of Bucol (1998) Managing Director of Sport Soie (1994) Director of Internal Audit and Taxation of Hermès International (1991)	Chairman of the Fondation d'entreprise Hermès (since 08/02/2016)
♦ <b>Catherine Fulconis</b> 61 years <sup>1</sup> 01/09/1961 French	01/04/2019	École des hautes études commerciales (HEC) (1983)	Executive Vice-President Leather Goods & Saddlery (which also includes Hermès Horizons and Equestrianism) and petit h (since 01/04/2019) Executive Vice-President Hermès Maroquinerie-Sellerie and Chairwoman of the Board of Directors of Hermès Parfums (2015) Chairwoman and Managing Director of Hermès Parfums (2010) Managing Director and Chairwoman of the Management Board of Hermès Parfums (2006)	
♦ <b>Wilfried Guerrand</b> 51 years <sup>1</sup> 01/02/1971 French	01/07/2014	Neoma Business School (1993, Rouen) MBA from London School of Economics, NYU Stern and HEC (2011, TRIUM)	Managing Director <i>Métiers</i> (Hermès Femme, Hermès Homme, Hermès Bijouterie, Hermès Soie et Textiles and Hermès Maison), Information Systems and Data (since 01/04/2019) Executive Vice-President Digital Projects and E-commerce of Hermès International (2014) Managing Director of Hermès Femme (2012) Managing Director Europe of Hermès International (2009) Group Director of Sales of Hermès International (2007) Managing Director Hermès France for Hermès Sellier (2004) Director of Industrial Development of Hermès International (2002) Advisor to the Chairman of Hermès Sellier (1999) Financial Controller for Hermès Sellier (1995)	
♦ <b>Éric du Halgouët</b> 59 years <sup>1</sup> 14/03/1963 French	01/06/2015	Neoma Business School (1986, Rouen) Graduate degree in accounting and finance	Executive Vice-President Finance of Hermès International (2015) Chief Financial Officer (2007) Director of Consolidation and Financial Control (2006)	

(1) The ages indicated are determined in number of full years as at 31 December 2022.

Name Age Date of birth Nationality	Date of appointment to the Executive Committee	Education	Positions held in the Hermès Group (date of appointment)	Other positions
<b>♦ Sharon MacBeath</b>  53 years <sup>1</sup> 30 March 1969 British	01/03/2022	University of Glasgow Master's degree in psychology & management (1990) University Panthéon-Sorbonne Paris I Master's degree in HR (1994) INSEAD (2004)	Group Director of Human Resources (since 17/06/2019) Member of the Supervisory Board (from 2016 to 2019) Member of the Audit and Risk Committee (from 2016 to 2019) Member of the CAG-CSR Committee (from 2017 to 2019) since 6 June 2017	Coface – Independent Director and Chairwoman of the Appointments & Compensation Committee (since 01/07/2014)
<b>♦ Guillaume de Seynes</b>  65 years <sup>1</sup> 14/10/1957 French	01/01/2005	Graduate in law and political science in Paris (1978) and an Essec graduate (1982)	Executive Vice-President Manufacturing Division & Equity Investments of Hermès International (since 02/05/2011) Chairman of John Lobb (2007) Deputy Managing Director of Hermès International (2006) Managing Director Métiers of Hermès Sellier (2004) Managing Director of La Montre Hermès (1999) Director of Sales and Marketing of La Montre Hermès (1997)	Chairman of the Colbert Committee (since 10/06/2016 and until June 2022) Chairman of the Strategic Committee, Fashion and Luxury sector (since 2018)
<b>♦ Agnès de Villers</b>  53 years <sup>1</sup> 24/12/1969 French	01/03/2022	Institut d'études politiques de Paris Economics and Finance (graduated in 1993) University of Paris X Master's in Economic History (1991) Hypokhâgne/Khâgne Modern Letters (1988-1989)	Managing Director of Hermès Perfume and Beauty (since 01/05/2015) and Chairwoman of the Board of Directors (since 06/06/2019)	Director of CEW (since 2015) Director of the FEBEA (Fédération des Entreprises de la Beauté) Director of SFP (Syndicat Français de la Parfumerie)

(1) The ages indicated are determined in number of full years as at 31 December 2022.

### 3.3.3.2 OPERATIONS COMMITTEE

Role	Composition at 31/12/2022		
The Operations Committee, which reports to the Executive Management, is made up of the Executive Committee and the Senior Executives of the main <i>métiers</i> and geographical areas of the Group.	<b>25</b>	<b>64%</b>	<b>21%</b>
	<b>MEMBERS</b>	<b>WOMEN MEMBERS</b>	<b>MEMBERS WITH A FOREIGN NATIONALITY</b>
Its duties are: <ul style="list-style-type: none"> <li>♦ to involve Senior Executives in the Group's major issues and strategic orientations;</li> <li>♦ to promote communication, sharing and reasonable exchanges amongst its members in their area of responsibility;</li> <li>♦ to enable the Executive Committee to take certain decisions.</li> </ul> The Operations Committee meets two or three times a year.		(EXCLUDING THE EXECUTIVE CHAIRMAN AND THE EXECUTIVE COMMITTEE)	

## Mr Axel Dumas

Executive Chairman

### Executive Committee members

(see § 3.3.3.1)

#### Other members of the Operations Committee

##### Senior Executives of the métiers

- ♦ **Mr Laurent Dordet**  
Watches
- ♦ **Ms Cielo Dunbavand**  
Women's ready-to-wear
- ♦ **Ms Antoinette Louis** (until 30/09/2022)  
Silk and Textiles

- ♦ **Ms Alix Coindreau** (since 01/10/2022)  
Silk and Textiles
- ♦ **Ms Véronique Nihanian**  
Men's ready-to-wear
- ♦ **Ms Anne-Sarah Panhard**  
Home

- ♦ **Ms Élodie Potdevin**  
Fashion accessories and IoT
- ♦ **Ms Ambre Pulcini**  
Jewellery and Shoes
- ♦ **Ms Agnès de Villers**<sup>1</sup>  
Perfume and Beauty

##### Senior Executives of the Geographical areas

- ♦ **Mr Masao Ariga**<sup>2</sup>  
Japan
- ♦ **Mr Robert Chavez**<sup>2</sup>  
United States and Latin America
- ♦ **Ms Hélène Dubrule**  
France

- ♦ **Mr Éric Festy**  
South Asia
- ♦ **Mr Luc Hennard**<sup>2</sup>  
China
- ♦ **Ms Hinde Pagani**  
Digital Sales and Service

- ♦ **Mr Florian Craen**<sup>1</sup>  
Europe
- ♦ **Ms Ségolène Verdillon**  
Travel Retail

#### Changes in the Operations Committee in financial year 2022

On 1 March 2022, two new members of the Executive Committee joined the Operations Committee (see § 3.3.3.1.1)

- ♦ Ms Agnès de Villers, Chairwoman and Executive Vice-President of Hermès Perfume and Beauty
- ♦ Ms Sharon MacBeath, Group Director of Human Resources

Ms Alix Coindreau took over the Group Management of the Silk and Textiles *métier*, replacing Ms Antoinette Louis (01/10/2022).

#### Changes in the Operations Committee since 31 December 2022

Mr Luc Hennard took over the Group Management of the Europe region, replacing Mr Florian Craen since 1 January 2023.

Ms Diane Mahady will take over Group Management for the United States and Latin America region, replacing Mr Robert Chavez from 1 April 2023.

(1) Members of the Executive Committee who are not counted twice.

(2) Members with a foreign nationality.