

## PRESS RELEASE

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### IN 2023, HERMÈS MARKS FURTHER PROGRESS IN EXTRA-FINANCIAL PERFORMANCE

Hermès is pleased to share new progress in the assessments of extra-financial rating agencies. They reflect the sustainable and responsible craftsmanship model of Hermès as well as and the company's commitments and values.

In June 2023, Hermès received the *Grand Prix CAC Large 60* from the Transparency Awards, recognizing the quality of the financial information in regulated information publications.

In November, the Hermès Group gained one place in the ISS (Institutional Shareholder Services) ranking, which assesses the ESG risks, opportunities, and impact of companies along the value chain, with a B- Prime rating, against C+ Prime in 2022.

The Group made strong progress in the Standard & Poor's (S&P) ESG rating and continued to consolidate its position among the top companies in the Luxury Goods and Cosmetics sector in the Moody's ESG, FTSE4Good, and Sustainalytics evaluations, as well as in the MSCI ESG rating index. As a reminder, since 2022, Hermès has been on the CDP A-list of the 330 companies judged to be the best performers worldwide on environmental matters, particularly for water-related issues.

Lastly, Hermès was rewarded in December by the Humpact rating agency, receiving for the third time the Grand Prix Emploi France, which designates the most favorable company to employment in France in 2023 in all categories, from gender parity to the inclusion of people with disabilities. Hermès also moved up to 4<sup>th</sup> place in the list of SBF120 companies with the most women executives, drawn up by the *ministère chargé de l'Égalité entre les femmes et les hommes et de la lutte contre les discriminations* (Ministry responsible for equality between women and men and the fight against discrimination).

These new achievements in terms of extra-financial information confirm the company's responsible commitments, and its strengthened transparency. In 2023, Hermès published several documents<sup>(1)</sup>, especially regarding the reduction of greenhouse gas emissions:

- the Climate Transition Plan
- the *Harmonie* guidelines on responsible construction and real estate for all its offices, stores and production sites
- the Forests policy, focused on reducing the impact of the company's activities on natural ecosystems, particularly forests, and the people who depend on them

While preserving its artisanal model, source of sustainability, agility and innovation, the Hermès group is determined to pursue its constant improvement in terms of social and environmental responsibility.

<sup>(1)</sup> Extra-financial documents are available at <https://finance.hermes.com/>

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 20,600 people worldwide, including 12,900 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 30th June 2023

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