HERMÈS

2023 UNIVERSAL REGISTRATION DOCUMENT

EXTRACTS FROM THE UNIVERSAL REGISTRATION DOCUMENT

The following page numbers are those of the 2023 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 2023 financial year, as applicable.

Date of General Meeting Resolution no.	Delegations valid in 2023	Limit common to several authorisations	Use in 2023
STOCK OPTIONS/FREE SHARES			
20 April 2022 18th resolution	**Authorisation:** allocation of stock options **Duration (expiry):** 38 months (20 June 2025) **Individual limit:** 2%	2%	*None*
20 April 2022 19th resolution	**Authorisation:** allocation of existing free ordinary shares [1] **Duration (expiry):** 38 months (20 June 2025) [2] **Individual limit:** 2%		*None*
20 April 2023 28th resolution	**Authorisation:** allocation of existing free ordinary shares [1] **Duration (expiry):** 38 months (20 June 2026) **Individual limit:** 2%	2%	See § 3.8.3.2 and 3.8.4.10
BUYBACK/CANCELLATION OF SHARES			
20 April 2022 Sixth resolution	**Authorisation:** share buyback **Duration (expiry):** 18 months (20 October 2023) [2] **Individual limit:** 10% of the share capital – maximum amount of €3 billion – maximum price per share: €1,900		See chapter 7 "Information on the Company and its share capital", § 7.2.2.10
20 April 2022 17th resolution	**Authorisation:** cancellation of shares **Duration (expiry):** 24 months (20 April 2024) [2] **Individual limit:** 10% of the share capital		*None*
20 April 2023 Sixth resolution	**Authorisation:** share buyback **Duration (expiry):** 18 months (20 October 2024) [1] **Individual limit:** 10% of the share capital – maximum amount of €4.5 billion – maximum price per share: €2,200		See chapter 7 "Information on the Company and its share capital", § 7.2.2.10
20 April 2023 19th resolution	**Authorisation:** cancellation of shares **Duration (expiry):** 24 months (20 April 2025) [1] **Individual limit:** 10% of the share capital		*None*

(1) 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 30 April 2024 (see chapter 8 "Combined General Meeting of 30 April 2024", § 8.2.1 and § 8.2.2 – Explanatory statement to the 6th and 19th resolutions).

(2) 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 20 April 2023.

Date of General Meeting Resolution no.	Delegations valid in 2023	Limit common to several authorisations	Use in 2023
EQUITY SECURITIES			
4 May 2021 18th resolution	**Authorisation:** capital increase by incorporation of reserves **Duration (term):** 26 months (4 July 2023) [2] **Individual limit:** 40% of the share capital	n/a	*None*
4 May 2021 19th resolution	**Authorisation:** issue with preemptive subscription rights maintained **Duration (term):** 26 months (4 July 2023) [2] **Individual limit:** 40% of the share capital	40%	*None*
4 May 2021 20th resolution	**Authorisation:** issue with preemptive subscription rights cancelled **Duration (term):** 26 months (4 July 2023) [2] **Individual limit:** 40% of the share capital		*None*
4 May 2021 21st resolution	**Authorisation:** capital increase reserved for members of a company or group savings plan **Duration (term):** 26 months (4 July 2023) [2] **Individual limit:** 1% of the share capital		*None*
4 May 2021 22nd resolution	**Authorisation:** issue by private placement **Duration (term):** 26 months (4 July 2023) [2] **Individual limit:** 20% of the share capital per year		None
4 May 2021 23rd resolution	**Authorisation:** issue to compensate contributions in kind **Duration (term):** 26 months (4 July 2023) [2] **Individual limit:** 10% of the share capital		None
20 April 2023 20th resolution	**Authorisation:** capital increase by incorporation of reserves **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** 40% of the share capital	n/a	*None*
20 April 2023 21st resolution	**Authorisation:** issue with preemptive subscription rights maintained **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** 40% of the share capital	40%	*None*
20 April 2023 22nd resolution	**Authorisation:** issue with preemptive subscription rights cancelled **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** 40% of the share capital		*None*
20 April 2023 23rd resolution	**Authorisation:** capital increase reserved for members of a company or group savings plan **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** 1% of the share capital		*None*
20 April 2023 24th resolution	**Authorisation:** issue by private placement **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** 20% of the share capital per year		None
20 April 2023 25th resolution	**Authorisation:** issue to compensate contributions in kind **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** 10% of the share capital		None

(1) 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 30 April 2024 (see chapter 8 "Combined General Meeting of 30 April 2024", § 8.2.1 and § 8.2.2 – Explanatory statement to the 6th and 19th resolutions).

(2) 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 20 April 2023.

Date of General Meeting Resolution no.	Delegations valid in 2023	Limit common to several authorisations	Use in 2023
DEBT SECURITIES			
4 May 2021 19th resolution	**Authorisation:** issue with preemptive subscription rights maintained **Duration (term):** 26 months (4 July 2023) [1] **Individual limit:** €1 billion	€1 billion	None
4 May 2021 20th resolution	**Authorisation:** issue with preemptive subscription rights cancelled **Duration (term):** 26 months (4 July 2023) [1] **Individual limit:** €1 billion		None
4 May 2021 22nd resolution	**Authorisation:** issue by private placement **Duration (term):** 26 months (4 July 2023) [1] **Individual limit:** €1 billion		None
4 May 2021 23rd resolution	**Authorisation:** issue to compensate contributions in kind **Duration (term):** 26 months (4 July 2023) [1] **Individual limit:** €1 billion		None
20 April 2023 21st resolution	**Authorisation:** issue with preemptive subscription rights maintained **Duration (expiry):** 26 months (20 June 2025) **Individual limit:** €1 billion	€1 billion	None
20 April 2023 22nd resolution	**Authorisation:** issue with preemptive subscription rights cancelled **Duration (expiry):** 26 months (20 June 2025) **Individual limit:** €1 billion		None
20 April 2023 24th resolution	**Authorisation:** issue by private placement **Duration (expiry):** 26 months (20 June 2025) **Individual limit:** €1 billion		None
20 April 2023 25th resolution	**Authorisation:** issue to compensate contributions in kind **Duration (expiry):** 26 months (20 June 2025) **Individual limit:** €1 billion		None
MERGER BY ABSORPTION, SPIN-OFF, PARTIAL CONTRIBUTION OF ASSETS			
4 May 2021 24th and 25th resolutions	**Authorisation:** operation(s) involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime, and resulting capital increase **Duration (term):** 26 months (4 July 2023) [2] **Individual limit:** 40% of the share capital	40% (25th resolution)	None
20 April 2023 26th and 27th resolutions	**Authorisation:** operation(s) involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime, and resulting capital increase **Duration (term):** 26 months (4 July 2024) **Individual limit:** 40% of the share capital	40% (27th resolution)	None

(1) 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 30 April 2024 (see chapter 8 "Combined General Meeting of 30 April 2024", § 8.2.1 and § 8.2.2 – Explanatory statement to the 6th and 19th resolutions).

(2) 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 20 April 2023.

The General Meeting of 30 April 2024 is asked to renew:

- the authorisations to carry out share buybacks/cancellations (see chapter 8 "Combined General Meeting of 30 April 2024", § 8.2.1 and § 8.2.2 – Explanatory statements to the 6th and 18th resolutions);
- the delegation to Executive Management to allocate free existing shares (see chapter 8 "Combined General Meeting of 30 April 2024", § 8.2.2 – Explanatory statement to the 19th resolution).