

## PRESS RELEASE

Paris, 19<sup>th</sup> December 2024

### IN 2024, HERMÈS RECOGNISED FOR ITS PERFORMANCE IN TERMS OF TRANSPARENCY, EMPLOYMENT AND SUSTAINABILITY

Hermès is pleased to share its recent distinctions and significant progress in the evaluations of extra-financial rating agencies. These recognitions reflect the sustainable and responsible dimension of Hermès' craftsmanship model and its commitments with regard to social and environmental responsibility and governance.

In July 2024, Hermès received the **Grand Prix in all categories of the Transparency Awards**, recognising the quality of financial information in regulated information publications.

Additionally, Hermès ranked in the Top 3 of SBF 120 companies at the **2024 Transparency Awards Ethics & Compliance, in the "Vigilance Plan" category**. This recognition rewards a major collective effort to identify, analyse and synthesise critical issues such as human rights, fundamental freedoms, health and safety, and the environment, all of which are integrated into the house's strategy.

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

In December, Hermès was rewarded by the ESG rating company Humpact with:

- For the fourth time, the **Grand Prix Emploi France**, designating Hermès as the most favourable company for employment in France in 2024
- For the first time, the **Prix emploi des personnes en situation de handicap**, highlighting Hermès' initiatives to promote the employment, integration and retention of people with disabilities.

Finally, following the publication of Harmonie's guidelines, certified by Bureau Veritas, on responsible building and real estate for all its offices, stores and workshops, the first four sites have been certified under this ambitious internal label.

While preserving its craftsmanship model, a source of sustainability, agility and innovation, the Hermès group is determined to continue its approach of enhanced transparency and continuous improvement in social and environmental responsibility.

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 60 production and training sites and to developing its network of close to 300 stores in 45 countries. The group employs 23,200 people worldwide, including 14,300 in France, of which over 7,300 are craftspeople\*. 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, education, training and the transmission of savoir-faire, biodiversity, and the preservation of the environment.

\* As of 30<sup>th</sup> June 2024

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