

# HERMÈS

## INTERNATIONAL

24, RUE DU FAUBOURG SAINT-HONORÉ 75008 PARIS - TÉL. 01 40 17 49 20 - FAX 01 40 17 49 21  
SOCIÉTÉ HOLDING DU GROUPE HERMÈS, STÉ EN COMMANDITE PAR ACTIONS AU CAPITAL DE 56 386 171,71 EUROS - 572 076 396 RCS PARIS



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### GENDER EQUALITY INDEX

As illustrated by the results published below, the Hermès Group is firmly committed to promoting gender equality in all its forms and dimensions.

The results of Holding Hermès International in 2024 are:

#### HERMES INTERNATIONAL: 99/100

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**In 2024, the weighted average of the global index is: 92/100**

This average takes into account the results of the following companies:

#### HERMES SELLIER: 93/100

1. Pay gap: 38/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 10/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

Gap in representation among members of governing bodies:

- Percentage of female members of governing bodies 58 % (62 / 107)
- Percentage of men among the members of the governing bodies 42 % (45 / 107)

**MANUFACTURE D'Auvergne: 99/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**MAROQUINERIE DE SAINT ANTOINE: 94/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**LES MANUFACTURES DE FRanche ComTE: 94/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**LA MAROQUINERIE DU SUD-OUEST: 89/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 10/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**MAROQUINERIE DES ARDENNES: 78/100**

1. Pay gap: 38/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 5/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 0/10

**LES MAROQUINERIES DES ALPES: 89/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 10/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**MAROQUINERIE DE NORMANDIE: 78/100**

1. Pay gap: 38/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 5/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 0/10

**TANNERIE DE VIVOIN: 89/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 0/10

**TANNERIE DE MONTEREAU : 90/100**

1. Pay gap: 40/40
2. Difference in individual salary increase rates: 25/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**MAROQUINERIE THIERRY: 92/100**

1. Pay gap: 37/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**TANNERIE DU PUY : 79/100\***

1. Pay gap: 27/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: incalculable
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

\* In accordance with points 5.1 of Annexes I and II to French Decree 2019-15 of 8 January 2019, since indicator 3 is not computable, the total number of points obtained was calculated as a ratio to 100 by applying the proportionality rule

**CIE DES CRISTALLERIES DE SAINT LOUIS : 97/100**

1. Pay gap: 37/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**CIE DES ARTS DE LA TABLE ET DE L'EMAIL : 98/100**

1. Pay gap: 38/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**MAROQUINERIE DE GUYENNE: 82/100**

1. Pay gap: 37/40
2. Difference in individual salary increase rates: 5/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**ATELIERS AS: 81/100**

1. Pay gap: 36/40
2. Difference in individual salary increase rates: 25/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**HOLDING TEXTILE HERMES: 93/100**

1. Pay gap: 33/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**SIEGL : 94/100\***

1. Pay gap: 35/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: incalculable
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

\* In accordance with points 5.1 of Annexes I and II to French Decree 2019-15 of 8 January 2019, since indicator 3 is not computable, the total number of points obtained was calculated as a ratio to 100 by applying the proportionality rule

**ATBC: 94/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**HERMES PARFUMS: 99/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 15/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**FABRIQUE DE ROYE : 97/100**

1. Pay gap: 36/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

**FABRIQUE CHAMPIGNY MARNE : 91/100**

1. Pay gap: 36/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

**BEYRAND : 89/100\***

1. Pay gap: 31/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: incalculable
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

\* In accordance with points 5.1 of Annexes I and II to French Decree 2019-15 of 8 January 2019, since indicator 3 is not computable, the total number of points obtained was calculated as a ratio to 100 by applying the proportionality rule

**HMM : 94/100\***

1. Pay gap: 40/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: incalculable
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

\* In accordance with points 5.1 of Annexes I and II to French Decree 2019-15 of 8 January 2019, since indicator 3 is not computable, the total number of points obtained was calculated as a ratio to 100 by applying the proportionality rule

**MAROQUINERIE DE MONTEREAU : 94/100**

1. Pay gap: 39/40
2. Difference in individual salary increase rates: 20/20
3. Difference in promotion rates between women and men: 10/15
4. Percentage of employees given a salary increase on return from maternity leave: 15/15
5. Number of employees of the under-represented gender among the 10 highest salaries: 10/10