HERMÈS

2024 UNIVERSAL REGISTRATION DOCUMENT

EXTRACTS FROM THE UNIVERSAL REGISTRATION DOCUMENT

The following page numbers are those of the 2024 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 2024 financial year, as applicable.

Date of General Meeting Resolution no.	Delegations valid in 2024	Limit common to several authorisations	Use in 2024
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 **Duration (expiry):** 38 months (20 June 2025) [1] **Individual limit:** 2%		None
20 April 2023 28th resolution	**Authorisation:** allocation of existing free ordinary shares **Duration (expiry):** 38 months (20 June 2026) [2] **Individual limit:** 2%	2%	See § 3.8.3.2 and 3.8.4.10
30 April 2024 19th resolution	**Authorisation:** allocation of existing free ordinary shares **Duration (expiry):** 38 months (30 June 2027) **Individual limit:** 2%	2%	See § 3.8.3.2 and 3.8.4.10
BUYBACK/CANCELLATION OF SHARES			
20 April 2022 17th resolution	**Authorisation:** cancellation of shares **Duration (expiry):** 24 months (20 April 2024) [1] **Individual limit:** 10% of the share capital		None
20 April 2023 6th resolution	**Authorisation:** share buyback **Duration (expiry):** 18 months (20 October 2024) [2] **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) [2] **Individual limit:** 10% of the share capital		None
30 April 2024 6th resolution	**Authorisation:** share buyback **Duration (expiry):** 18 months (30 October 2025) [3] **Individual limit:** 10% of the share capital – maximum amount of €6.5 billion – maximum price per share: €3,000		See chapter 7 "Information on the Company and its share capital", § 7.2.2.10
30 April 2024 18th resolution	**Authorisation:** cancellation of shares **Duration (expiry):** 24 months (30 April 2026) [3] **Individual limit:** 10% of the share capital		None

(1) 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.
(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 30 April 2024.
(3) 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 2025 (see chapter 8 "Combined General Meeting of 30 April 2025", § 8.2.1 and § 8.2.2 – Explanatory statement to the sixth and nineteenth resolutions).

Date of General Meeting Resolution no.	Delegations valid in 2024	Limit common to several authorisations	Use in 2024
EQUITY SECURITIES			
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 2025 (see chapter 8 "Combined General Meeting of 30 April 2025", § 8.2.1 and § 8.2.2 – Explanatory statement to the twentieth to twenty-fifth resolutions)

Date of General Meeting Resolution no.	Delegations valid in 2024	Limit common to several authorisations	Use in 2024
DEBT SECURITIES			
20 April 2023 21st resolution	**Authorisation:** issue with preemptive subscription rights maintained **Duration (expiry):** 26 months (20 June 2025) [1] **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) [1] **Individual limit:** €1 billion		None
20 April 2023 24th resolution	**Authorisation:** issue by private placement **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** €1 billion		None
20 April 2023 25th resolution	**Authorisation:** issue to compensate contributions in kind **Duration (expiry):** 26 months (20 June 2025) [1] **Individual limit:** €1 billion		None
MERGER BY ABSORPTION, SPIN-OFF, PARTIAL CONTRIBUTION OF ASSETS			
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) [1] **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 2025 (see chapter 8 "Combined General Meeting of 30 April 2025", § 8.2.1 and § 8.2.2 – Explanatory statement to the twenty-first to twenty-fifth and twenty-seventh and twenty-eighth resolutions).

The General Meeting of 30 April 2025 is asked to renew:

- the authorisations to carry out share buybacks/cancellations (see chapter 8 "Combined General Meeting of 30 April 2025", § 8.2.1 and § 8.2.2 – Explanatory statements to the sixth and nineteenth resolutions);
- the financial authorisations previously granted (see chapter 8 "Combined General Meeting of 30 April 2025", § 8.2.1 and § 8.2.2 – Explanatory statements to the twentieth to twenty-fifth resolutions);
- delegation to the Executive Management to decide on mergers, spin-offs and partial contributions of assets (see chapter 8 "Combined General Meeting of 30 April 2025", § 8.2.1 and § 8.2.2 – Explanatory statements to the twenty-seventh and twenty-eighth resolutions);

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The General Meeting of 30 April 2025 is also asked to delegate to the Executive Management the authority to decide on a capital increase by the issue of shares and/or securities giving access to the share capital, with preemptive rights cancelled, in favour of one or more named persons (see chapter 8 “Combined General Meeting of 30 April 2025”, § 8.2.1 and § 8.2.2 - Explanatory statement to the twenty-sixth resolution).