

2024 FINANCIAL YEAR

PLAN

INTRODUCTION

Hermès is committed to respecting human rights, fundamental freedoms, the health and safety of people and environmental protection. To this end, policies and coordinated actions have been implemented, as described in this vigilance plan. In accordance with French law no. 2017-399 of 27 March 2017, this plan contains measures to identify and prevent risks of serious harm to human rights and fundamental freedoms as well as to health, safety and the environment, within the framework of a best efforts obligation.

In 2023, Hermès published its first autonomous vigilance plan targeting its external (institutions, associations, suppliers and service providers) and internal (employees and employee representatives) stakeholders.

In 2024, the formalisation of its 2nd vigilance plan confirmed the Group's commitment to accountability and transparency.

In 2025, Hermès published its 3rd vigilance plan and is continuing to constantly improve the Group's vigilance systems, including through:

- a reinforced risk mapping methodology;
- an in-depth risk analysis;
- the ongoing deployment of risk mitigation measures;
- communication on the development of the whistleblowing system.

This approach responds to Hermès' goal of ensuring virtuous economic, social and environmental development for all its employees, partners, customers and stakeholders, as well as for future generations.

Giving back to the world part of what it provides: this is the humanist goal that drives the Group.

HERMÈS GROUP'S STRATEGIC SUSTAINABLE DEVELOPMENT FRAMEWORK



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GROUP PROFILE AND AMBITION

Hermès, present worldwide, remains an independent house supported by family shareholders, a guarantee of stability and longevity. Promoting French manufacturing, its project is based on the excellence of its craftsmanship: human hands, savoir-faire and quality.

The attention paid to people has a natural place at the heart of the House's craftsmanship business model, as well as its partners and suppliers. **Hermès wants to be a responsible and committed employer wherever it operates**: it systematically seeks the best level of prevention and protection for its employees as well as for the staff of its partners working in its value chain.

Hermès is very attentive to respecting a balance in terms of diversity and to stringently applying the fundamental principles of the United Nations and OECD with regard to human rights and fundamental freedoms.

As a manufacturer committed to the excellence of its creations, **Hermès continually strives to improve working conditions within its value chain**.

The Group thus has a genuine ability to assess the risks and mitigation measures taken by its partners, regarding the health of people, their safety and their working conditions.

As regards the environment, Hermès is working to reduce all its impacts, notably in terms of GHG (greenhouse gas) emissions, the protection of water resources and biodiversity, or animal welfare. This requirement runs throughout the entire production chain: from the supply of raw materials to the retailing of products and their repair, and including manufacturing.

Since 1837, Hermès has been producing exceptional objects, designed to last and to be passed on.

OUR ROOTS AND VALUES







An independent creative house since 1837

An integrated French manufacturing model

A humanist management of employees



A wide range of long-lasting products



A socially responsible company

UNIQUE HERITAGE



Creative heritage



Savoir-faire heritage



Materials heritage



Retail heritage

HERMÈS' COMMITMENTS IN TERMS OF VIGILANCE

Hermès promotes respect for human rights and fundamental freedoms and, as such, undertakes to comply with the principles, standards and international agreements listed in the table below:

INTERNATIONAL ETHICS PRINCIPLES AND STANDARDS

- → The Universal Declaration of Human Rights
- The Charter of fundamental rights of the European Union
- The International Labour Organization (ILO)
 Declaration on Fundamental Principles and Rights at
 Work and the ILO Fundamental Conventions
- The OECD Guidelines (2023) for Multinational Enterprises
- The Global Compact under the aegis of the United Nations
- The duty of care in France and the legislation specific to certain countries and states where Hermès is present (UK Modern Slavery Act, California Transparency in Supply Chains Act, etc.)

INTERNAL FRAMEWORK

Environmental policy

Aims to prevent incidents and emergency situations and to present the actions implemented to control and limit their impact.

Ethics charter

Aims to promote respect and ensure proper application of major international ethics principles.

Code of business conduct

Aims to raise awareness of certain risks and give employees appropriate behavioural reflexes.

Responsible purchasing policy

Aims to integrate the principles of corporate social responsibility (CSR) in all purchasing categories, in line with the Group's expectations in terms of sustainable development.

Supplier code of conduct

Aims to promote ethical, responsible and sustainable conduct for all suppliers.

EXAMPLES OF IMPLEMENTATION

Ethics Committee

The committee is in charge of collecting and monitoring the processing of alerts. It issues recommendations on the Group's ethics culture.

→ H-Alert! system

Employees and stakeholders are invited to report any breaches of the ethics principles and/or applicable standards through the various channels of the H-Alert! system.

Supply chain and CSR briefs for suppliers

Suppliers integrate the Group's expectations on social, environmental and human rights issues.

Métier/subsidiary EHS policies

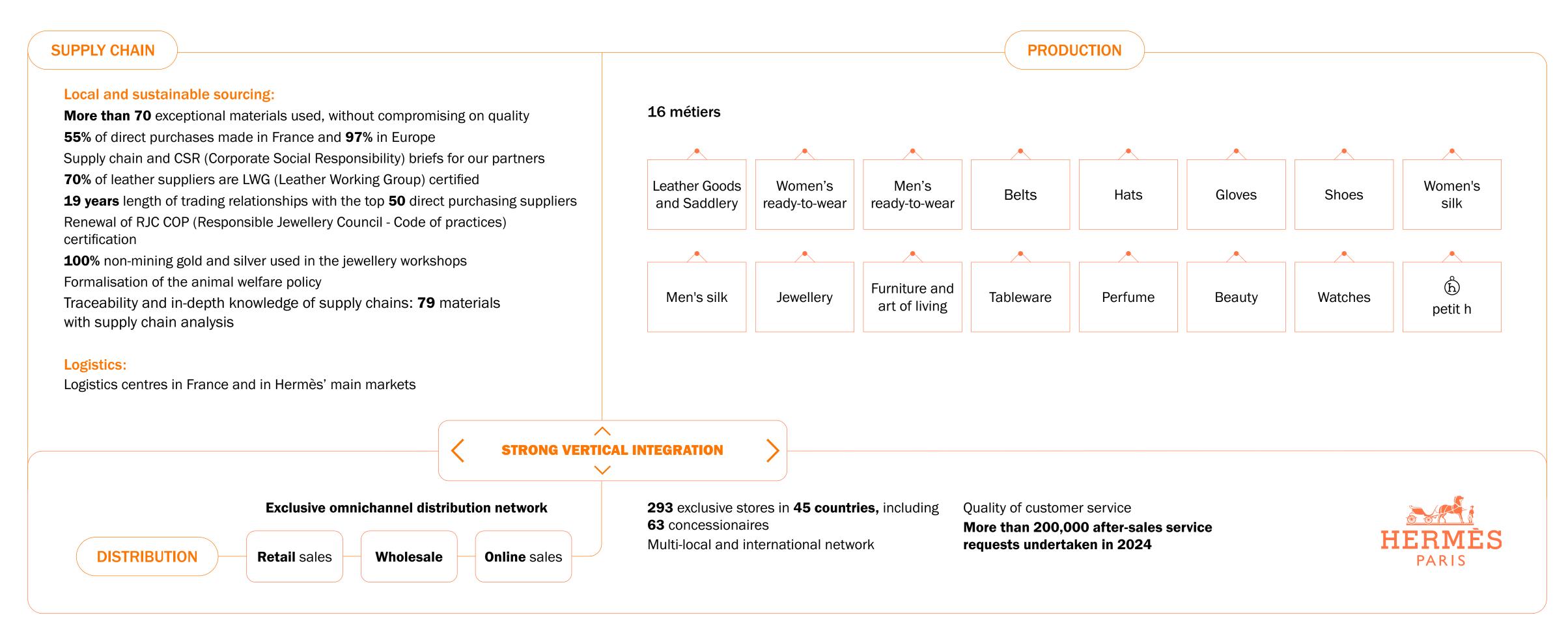
The policies incorporate Hermès' requirements in terms of employee working conditions and the environment.

Group vigilance plan and specific annual declarations

The reports published present the measures adopted to meet legal requirements, particularly in terms of preventing the risk of serious violations of human rights and environmental protection.

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A FRENCH CRAFTSMANSHIP MODEL, CREATING VALUE AND SUSTAINABLE (SIMPLIFIED VERSION)



CREATIVE HOUSE

Creative freedom

Exceptional materials and savoir-faire

CRAFTSMANSHIP MANUFACTURING MODEL

Vertically integrated model Long-lasting, repairable objects

HERMÈS RETAIL

Purchasing freedom
Exclusive distribution network

HERMÈS IN FIGURES

 $\in 15, 170$ million

in revenue in 2024

293 exclusive stores in 45 countries

25, 185 employees in 2024

Of which 15,556 in France: 46% in production, 39% in sales, 15% in support

of objects produced in France

production sites

Of which 60 training and production sites in France in 11 of the 13 French regions

12,026

Group-wide 10 years ago

employees

55% of objects made in its exclusive in-house workshops



- Leather Goods & Saddlery
- **EHSF**
- Tanneries and Precious Leathers
- Perfume and Beauty
- **Textiles**
- Jewellery
- Crystal Saint-Louis
- Silversmith Puiforcat
- Tableware
- Manufacture de Métaux
- Bootmaker John Lobb

74%

HERMÈS • VIGILANCE PLAN 2024 FINANCIAL YEAR

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EXTERNAL

HERMÈS VALUE CHAIN

SOURCING & TRANSFORMATION OF MATERIALS

Crocodilian farms in the United States and Australia

Direct purchases

Suppliers of materials and components from around the world divided into 98 supply chains grouped into 5 macro-families:

- animal (fibres and leathers)plant-basedsynthetic/artificial
 - synthetic/artificialmineral
 - metal •

Indirect purchases

Suppliers and service providers in France and worldwide divided into 38 categories grouped into 9 families, the main ones being:

- Communication
 - $\bullet IT \bullet$
- General Services •
- Transport & Logistics
 - Real estate •

PRODUCTION/MANUFACTURING OF FINISHED PRODUCTS

structured according to the Hermès Métiers

Production + Suppliers & subcontractors

Textile/Women's and Men's ready-to-wear

Production + Designers & subcontractors

Home Production

+ Manufacturers

Accessories

Shoes, jewellery, gloves, etc.

Production +

sites

Manufacturers & subcontractors

Perfume and Beauty

Production + Suppliers & subcontractors

Leather Goods & Saddlery

Production + Designers

Saddlery

Metal parts

Production + Suppliers & subcontractors

Watches

Production + Suppliers & subcontractors

Cristalleries de Saint-Louis

Puiforcat

John Lobb

Petit h

Group support functions and local entities

HR, Finance, Digital, Real Estate, Communication, Legal, Sustainable Development, Audit and Risk Department, etc.

EXCLUSIVE DISTRIBUTION

INTERNAL

Logistics platforms

E-Commerce

Stores

France + Monaco

15 branches + 12 concessionaires

Europe

56 branches + 12 concessionaires

Americas

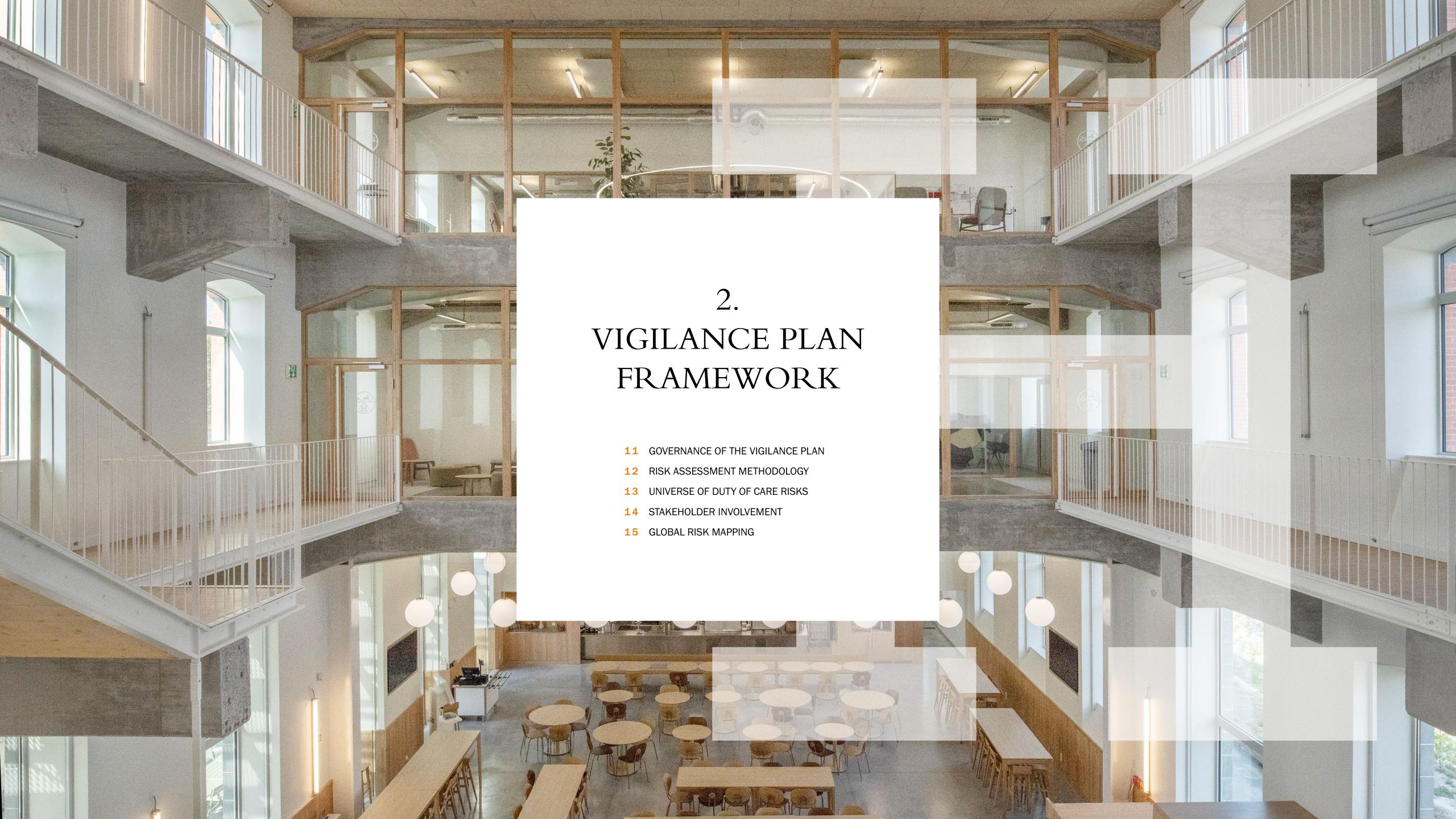
51 branches + 8 concessionaires

Asia-Pacific

105 branches + 25 concessionaires

Near and Middle East

3 branches + 6 concessionaires





GOVERNANCE OF THE VIGILANCE PLAN

The Hermès Supervisory Board is regularly informed of the Group's ethics and compliance programmes, notably through its Audit and Risk Committee.

In 2024, a presentation was made to the Audit and Risk Committee on the measures put in place to strengthen all key processes deployed in the Group, including those relating to the assessment of third parties and the H-Alert! ethics whistleblowing system.

A Compliance and Vigilance Committee oversees the Group vigilance plan.

Its main duties are:

- defining of compliance guidelines;
- recommending preventive actions;
- monitoring the entire Group vigilance plan;
- coordinating the consultation and involvement of stakeholders in updating the vigilance plan.

The departments that are members of the Compliance and Vigilance Committee participate in the oversight of these duties, as well as in the drafting of the vigilance plan. The functions that are at the centre of duty of care issues, such as the human resources, sustainable development or purchasing departments, have their own oversight bodies. They meet regularly to monitor the actions implemented, with the aid of indicators.

A Compliance and Vigilance Committee member acts as the point of contact and is responsible for the implementation and monitoring of action plans stemming from the Group vigilance plan.

The vigilance plan is subject to operational oversight by the Direct Purchasing Coordination Committee, the supply chain purchasing networks and specific committees depending on the issues impacting the supply chains (see page 47).

COMPLIANCE AND VIGILANCE COMMITTEE Audit and risk **Legal compliance** Group management department legal department department **Consolidation, taxation Sustainable development Group social** and management development department department control department Group Group **Group retail operations** direct purchasing indirect purchasing department department department



RISK ASSESSMENT METHODOLOGY

In 2024, Hermès will continue to strengthen its risk assessment methodology and the management of action plans associated with the duty of care.

The Compliance and Vigilance Committee used three pre-existing approaches, presented below. Strengthening the risk assessment methodology has made it possible to:

- adjust the risk universe specific to Hermès, enabling a common language to be established and strengthening cross-functional work on these subjects;
- develop the analysis of risks in certain scopes assessed as priorities. This prioritisation was notably developed through an understanding of the level of exposure, the perception of the current level of control and the analysis of risk mitigation measures;
- add an external and independent data source on "raw" risks, i.e. without any mitigation measures that Hermès may implement;
- measure the effectiveness of the action plans drawn up;
- reinforce stakeholder involvement.

TAKING INTO ACCOUNT THE GROUP'S RISK MANAGEMENT SYSTEMS TO INFORM THE MAPPING OF RISKS RELATED TO THE DUTY OF CARE

The analysis of non-financial risks is based on two axes:

- the magnitude of multi-criteria impacts;
- the likelihood of occurrence.

This analysis is based on risk mapping exercises conducted by the audit and risk management department with all Group entities and departments.

A double materiality analysis was conducted jointly by the finance department, the sustainable development department and the audit and risk management department. It is described in chapter 2.1.1.6 of the sustainability report, which can be accessed *via* the following QR code.



These issues provide:

- an internal overview of the overall impact of Hermès and its value chain, in view of their materiality;
- an external overview assessing the impact of these factors on the sustainability of Hermès' business model.

Supplier risk mappings by purchasing category and for all supply chains are carried out and managed by the direct and indirect purchasing departments. Buyers in each métier identify and formalise the risks for each purchasing category, particularly those related to the duty of care. Since 2019, these risk analyses by purchasing category (manufacturing, metal parts, fabrics, etc.) have been supplemented by supply chain analyses by raw material.

As part of the supply chain risk management procedure, the updating of priority scopes was carried out in 2024 and will continue in 2025.



UNIVERSE OF DUTY OF CARE RISKS

Hermès drew up a mapping to identify, analyse and prioritise the risks of serious harm resulting from its activities. This risk universe was improved according to internal guidelines. It was then refined by the Compliance and Vigilance Committee, which structured all the interviews conducted on the internal and external scopes.



HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

Dialogue with	Non-compliance with dialogue with
our employees	our employees and trade union rights

Discrimination Discriminatory behaviour in terms of access

to employment, compensation, careers

or access to training

Living wage Salary not in accordance with the legislation

in force or insufficient to meet the needs of

the employee and their family

Child labour Child labour, in any form

Forced labour Forced labour or modern slavery

Impact on Impact of activities on living conditions

communities in local communities

Personal data Breach of personal data protection



HEALTH & SAFETY

Consumer safety Lack of safety of products placed

on the market

Health and safety

Occupational injury or illness

at work

Psychosocial risks Moral or sexual harassment

Threats, stressful situations

Working conditions Indecent working environment and/or

accommodation for employees, excessive

workload

Safety of people Lack of protection of employees in their

workplace or during their travel: assaults,

theft, attacks related to their activity



resources

ENVIRONMENT

GHG emissions and climate change

Impacts on climate change due to the Group's activities and its value chain

Depletion of natural

Insufficiently controlled consumption of resources that are non-renewable, limited,

to be preserved (water, wood)

Pollution and waste Emission

Emissions of pollutants *via* aqueous or atmospheric discharges and of various forms

of waste, including plastic waste

Biodiversity damage

Destruction of a part of biodiversity through the use of raw materials or

the establishment of sites

Animal welfare Anii

Animal exploitation practices contrary to the Group's commitments and to compliance

with the principles of animal welfare

HERMÈS • VIGILANCE PLAN 2024 FINANCIAL YEAR



STAKEHOLDER INVOLVEMENT

The Hermès Group has involved its stakeholders in the preparation of its vigilance plan. In this respect, it is true to the spirit of the law as well as its desire to work with its internal and external partners.

In consultation with the departments concerned, direct purchasing, indirect purchasing, sustainable development, social development and legal compliance, the Group's stakeholders were involved in updating the vigilance plan.

Manufacturers, suppliers, service providers, employee representatives and associations met with an independent firm to share their analyses of Hermès' duty of care.

These discussions supplemented the analysis carried out with other stakeholders as part of the double materiality exercise.

This approach aims to establish a high-quality, transparent and confidential discussion with the stakeholders concerned. The interviews carried out focused on:

- points of attention and risks to be addressed by Hermès in its value chain;
- the assessment of the control systems implemented by the Group;
- suggestions for improvements to be taken into account.

As part of the materiality analysis, these discussions highlighted the Group's vigilance on the following points:

- a very cautious perception in terms of ethics and risk control;
- employee protection and attention at all times;
- detailed knowledge of the métier of the craftsperson, enabling the implementation of a consistent system that meets the highest standards;
- working in partnership, creating lasting value;
- a steady reduction in the environmental footprint of activities (GHG, water, biodiversity);
- continuous improvement in animal welfare.



GLOBAL RISK MAPPING

AT HERMÈS

AT PARTNERS' SITES

To create, produce and distribute its products among its customers, Hermès operates a value chain that mobilises a number of supply chains for raw materials, subcontractors who transform these materials, and production sites, the majority of which are in France, that make products based on a unique savoir-faire and a global, multi-channel distribution chain.

HERMÈS MATERIALS AND COMPONENTS

RAW MATERIALS SUPPLY CHAINS

Stemming from over 90 identified supply chains, the materials used (leather, silk, cashmere, wood, etc.) are for the most part natural, renewable and obtained within a framework set by the "supply chain brief", according to specifications, complying with regulations, and respecting the environment and best practices.

There are two types of supply chains:

- "Hermès materials and components", which constitute internal supplies within the Hermès Group;
- the "raw materials supply chains", which constitute supply sources that are **external** to the Group.

PRODUCTION WORKSHOPS

MANUFACTURERS
AND SUBCONTRACTORS

Materials are transformed at Hermès' **internal** production workshops and at **external** sites managed by our manufacturers and subcontractors.

The "Production Workshops" managed by Hermès apply a policy that addresses the challenges of protecting the health, safety and well-being of employees, as well as the protection of the environment in compliance with the regulations in force, according to their degree of priority.

The same requirements apply to the sites of manufacturers and subcontractors, who are for the most part long-term partners.

LOGISTICS PLATFORMS

SERVICE PROVIDERS

The Group has a logistics division that ships Hermès products to all stores around the world, either directly or through local logistics service providers.

At the Group's logistics platforms, whether directly managed or outsourced, numerous projects are underway to improve safety and working conditions for teams, and reduce the environmental impact.

HERMÈS BRANCHES

CONCESSIONAIRES

Hermès distributes its products through 293 exclusive stores, including 230 branches and 63 concessionaires.

Stores managed by Hermès (the branches) are located either in historical locations in markets where Hermès has long been established (France – Europe) or new locations in the heart of major cities (Asia – America – Middle East).

Stores managed by concessionaires mainly concern the "Travel Retail" network of stores in the world's biggest airports, and a small number of stores in local markets managed by long-term partners.

SUPPORT FUNCTIONS

SERVICE PROVIDERS & TRANSPORT

To develop its activity and ensure its proper operation, the Group has internal support functions, notably in charge of human resources, information systems, general services, communication, legal affairs, sustainable development and finance, both centrally and in the various subsidiaries.

At the same time, many **external** service providers and carriers are used to support the Group.



GLOBAL RISK MAPPING

AT HERMÈS AT PARTNERS' SITES

Assessment of risks according to their net criticality: impact x probability x level of control

RISKS	HERMÈS MATERIALS AND COMPONENTS	RAW MATERIALS SUPPLY CHAINS	PRODUCTION WORKSHOPS	MANUFACTURERS AND SUBCONTRACTORS	LOGISTICS PLATFORMS	SERVICE PROVIDERS & TRANSPORT	HERMÈS BRANCHES	CONCESSIONAIRES	SUPPORT FUNCTIONS
Human rights									
Dialogue with our employees									
Discrimination									
Living wage									
Child labour									
Forced labour									
Impact on communities									
Personal data									
Health & Safety									
Consumer safety									
Health and safety at work									
Psychosocial risks									
Working conditions									
Employee safety									
Environment									
GHG emissions and climate change									
Pollution and waste									
Depletion of natural resources									
Biodiversity damage									
Animal welfare									



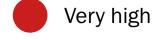


SUMMARY OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS RISK MAPPING

Hermès is a mosaic of women and men working daily for its development around the world. Because no creation exists without those who shape it, the Group is committed to building a respectful and fulfilling work environment, protecting their fundamental rights and preventing risks that could affect their well-being.

RISKS	DESCRIPTION OF RISK AT THE GROUP	HERMÈS MATERIALS AND COMPONENTS	PRODUCTION WORKSHOPS	LOGISTICS PLATFORMS	HERMÈS BRANCHES	SUPPORT FUNCTIONS
Dialogue with our employees	Non-compliance with dialogue with our employees and trade union rights					
Discrimination	Discriminatory behaviour in terms of access to employment, compensation, careers or access to training					
Living wage	Salary not in accordance with the legislation in force or insufficient to meet the needs of the employee and their family					
Child labour	Child labour, in any form					
Forced labour	Forced labour or modern slavery					
Impact on communities	Deterioration in the living conditions of local communities, related to activities					
Personal data	Breach of personal data protection					

Net criticality





High



Medium



Low and very low



Not significant

DIALOGUE WITH OUR EMPLOYEES

The Group is present in 45 countries with different legislation and cultures in terms of dialogue with our employees. Hermès nevertheless guarantees quality dialogue with our employees and freedom of expression for all employees. This dialogue with our employees is essential to the smooth running of company life. It takes the form of close relations with the teams and through employee representatives and collective consultation.

RISK ASSESSMENT

In general, the quality of dialogue with our employees requires the implementation of systems to gather employee expectations and respond to them through specific action plans.

In France, where 62% of employees work, a committee has been voluntarily set up to monitor dialogue with our employees. Composed of union representatives on the Group Works Council, various elected members, as well as management representatives, this committee meets three times a year. Its role is to discuss substantive issues related to dialogue with our employees and to ensure the proper application of Group agreements within the House.

Internationally, dialogue with our employees takes various forms, depending on local customs and regulations. It can include regular discussions and meetings with employee representatives (Taiwan, Korea, Türkiye, Japan, Germany, Italy) or directly with employees in order to gather their expectations, solicit their opinions, participate in decision-making or become directly involved in projects on various topics (CSR, working hours, working conditions, transport, etc.).

For several years, the Group has conducted *ad hoc* surveys on health, well-being and commitment to work. In 2024, the "Hermès à l'écoute – Hermès Hears" survey concerned all Group employees, with a response rate of 91%. This survey made it possible to establish an inventory of strengths and areas for progress on these themes, before undertaking concrete new actions in line with a continuous improvement approach. This survey mechanism is designed to be carried out every two years.

RISK MITIGATION

In French companies, dialogue with our employees involves the permanent operation of employee representative bodies and a robust and active collective bargaining process. Collective agreements are thus concluded in all companies that have union representatives, or with the appropriate Social and Economic Committees (SEC). 2024 was marked by the continued implementation of the agreement to renew dialogue with our employees in France, through numerous measures aimed at encouraging and strengthening this dialogue:

- communication campaigns around professional elections, to share information on the essential role of employee representatives, the issue and practical methods of voting;
- an annual day where management and employee representatives meet together, dedicated in 2024 to sustainable development;
- regulatory and specific training is provided by Hermès to promote the development and enhancement of the skills of representatives.

In 2025, these efforts will continue, with the addition of a planned renegotiation of collective agreements relating to the Group Works Council (a body that meets once a year in France).

Abroad, a number of local initiatives illustrate discussions in which employees can express and share both their concerns and satisfaction:

- in the United States, Hermès of Paris uses Let's Talk: a tool for addressing topics, round tables or ERGs (Employee Resource Groups) and creating discussion spaces where people can speak freely on a variety of topics chosen by employees;
- in Taiwan, quarterly meetings bring together employee representatives and managers, after an anonymous questionnaire has been used to gather ideas from employees;
- in China and Latin America, regular meetings are organised between Group Management and employees.



MONITORING

97%

of employees covered by a mechanism for dialogue with our employees involving employee representatives in the EEA

100%

of employees in France are represented by Social and Economic Committees

CONTENTS (C)

ROLLOUT OF THE "HEARTS & CRAFTS" SOCIAL MODEL (FOCUS)



Since 2023, Hermès has wanted to formalise its humanist and unique social model. The Group's strong oral culture is thus supplemented by a framework common to the initiatives of each of the entities in terms of social responsibility and employee support. Four strategic pillars have been defined, with strong commitments and making it possible to strengthen a collective dynamic that is consistent across the entire Group. Using a survey, the Group then measures the commitment, health and well-being of its employees every two years.

MANAGERIAL PHILOSOPHY

Hermès cultivates a managerial philosophy inspired by its heritage and its unique culture. The embodiment of the Group's values in managerial practices makes them authentic and enables their transmission.

With this in mind, the Group takes care to ensure an inclusive work environment in which everyone finds their place, makes their own contribution and thrives while respecting others.

Each Hermès entity undertakes to implement action plans to:

- fight against all forms of discrimination;
- ensure gender equality;
- promote the inclusion of people with disabilities.

HEALTH & WELL-BEING

Hermès is committed to guaranteeing a working environment conducive to the physical and psychological well-being of all its employees, by offering them the conditions necessary to harmoniously reconcile their professional activity and their personal life.

Several levers contribute to compliance with this commitment:

- Employee health and safety: through its Health & Safety policy, the Group rolls out prevention and Health & Safety culture actions adapted to all of its métiers.
- The fight against harassment: the Group supports awareness-raising through the implementation of systems aimed at guaranteeing a respectful and caring working environment.
- Core social protection extended to all its employees worldwide, with preventive measures adapted to local realities.
- Lastly, special attention is paid to flexibility and the organisation of working hours, enabling everyone to reconcile their professional and personal commitments under the best possible conditions.

RECOGNITION AND COMPENSATION

Hermès values the contribution of each of its employees to its collective success through a generous and collective sharing of value, and through the opportunities provided to everyone to develop according to their ability and ambition.

The Group offers all its employees competitive overall compensation that provides a protective framework in the short, medium and long term. Since 2007, collective free share allocation plans have made it possible to involve all employees in long-term growth and share the value created.

In addition to compensation, the Group aims to develop the employability of employees throughout their career within the House.

Hermès thus encourages the transmission of exceptional savoir-faire and high-quality skills, notably through its in-house training schools, and thanks to a broad and demanding training offering, coupled with diverse learning experiences throughout each career.

MEANING AT WORK

Hermès' ambition is to create the conditions so that everyone can find meaning in their work and career.

Several projects contribute to this ambition:

- The fact that each craftsperson makes an entire bag, as well as the decision to create entities on a human scale, are examples of the importance given to the meaning of work.
- The Group creates networking programmes with the aim of enriching employees through strong and meaningful human experiences.
- The foundation's "HEART, HEAD, HAND" H³ programme proposes philanthropic actions and the House offers employees up to five days per year for these activities, in order to provide everyone with opportunities to take action as a responsible citizen.
- The internal Prix de l'Adresse competition
 was created to foster in employees the
 desire to improve their own skills, as well
 as a collective spirit. Volunteer craftspeople
 form a team to create an exceptional item
 that brings exceptional savoir-faire to life.

CONTENTS (

NON-DISCRIMINATION

Through its métiers, its creations, its savoir-faire, its distribution network and its customers, diversity is deeply rooted within the House of Hermès. Its uniqueness is based on the continuous requirement to recruit and integrate employees from all backgrounds.

RISK ASSESSMENT

Through the House's métiers, creations, savoir-faire, distribution network and customers, diversity is deeply rooted within Hermès. In line with its humanist values, inclusion and the well-being of everyone have always been an essential lever for the notion of living together.

The Diversity and Inclusion approach for the entire Hermès Group is structured around a common commitment, serving as a reference framework for local action plans:

- fight against all forms of discrimination;
- promote gender equality;
- promote the inclusion of people with disabilities.

RISK MITIGATION

The principle of non-discrimination forms an integral part of the values and principles that unite all Hermès Group employees. The Company undertakes to:

- make managers the guarantors of a safe, respectful and inclusive work environment;
- roll out communication and training actions, particularly on unconscious bias, to all employees;
- identify, assess and sanction all forms of discrimination in the workplace.

In this context, the Group has a whistleblowing tool (H-Alert!) accessible to all employees and stakeholders.

A network of 34 Diversity & Inclusion Officers covering 100% of the workforce and meeting every quarter makes it possible to give visibility to the approach locally, to roll out joint actions and to develop initiatives specific to local issues.

In 2024, efforts to raise awareness of the risks of discrimination and the existence of unconscious bias continued among human resources communities, managers and employee representatives.

Awareness-raising events were held on the theme of inclusion. For example, the annual Disability Forum brought together all of the House's internal players and provided inspiration, opportunities for discussion and commitment.

Lastly, the gender pay gap was calculated at Group level for the first time, showing a gap of 2.10%.





MONITORING

59%

ratio of women in management bodies

2.10%

average gender pay gap

More than 1,500

employees trained on unconscious bias

7.90%

of the workforce in France are employees with disabilities in 2024

LIVING WAGE

Hermès is particularly attentive to the compensation conditions and development opportunities for all its employees. As a responsible employer and in line with the values intrinsic to its social model, the Group aims to go beyond a living wage and provide competitive overall compensation in order to enable quality of life and long-term personal and professional development.

RISK ASSESSMENT

Hermès guarantees its employees a living wage, while taking into account local regulations and applicable benchmarks.

Preventing and combating violations of employee human rights and efforts to ensure a working environment conducive to employee well-being are among the Group's priorities.

The Group's compensation & benefits department ensures, through an annual study, that the standards applied to fixed compensation comply with local salary regulations and fully include the level of living wages, for which thresholds are determined by independent benchmarking bodies.

At the same time, the Group carries out a regular mapping of social protection schemes, based on the core protection defined by its social protection policy.

RISK MITIGATION

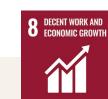
The overall compensation proposed by the Group is composed of a wide range of individual and collective schemes, salary components and benefits that cover:

- the fundamental needs and achievements of employees, in particular health, safety, education, social inclusion, access to leisure and personal and professional development, through fixed salaries, individual and collective bonuses and various profit-sharing schemes, additional social protection schemes in terms of health costs and collective insurance;
- the need for recognition and belonging of employees in the medium and long term for example through employee stock ownership plans granted to all employees worldwide;
- the need to view the future with confidence, including at the end of working life through post-employment benefits by way of retirement benefits and exceptional bonuses.

In 2024, Hermès continued to roll out its core social protection in the various entities and countries where the Group operates, based on five pillars: parenthood, healthcare costs, retirement, death and disability.

To recognise the commitment and contribution of each employee to the success of the collective project, a bonus of €4,000 was paid to all employees for financial year 2023.





MONITORING

100%

of employees covered by a living wage

1.08%

of the share capital held by employee shareholding at 31/12/2024 (representing 73% of the Group's workforce)

PERSONAL DATA

At Hermès, respect for privacy represents more than a legal obligation, it is a Maison Hermès value and an essential commitment to maintaining a relationship of trust with its employees, customers and partners. The Group has set up systems to protect all the personal data it processes. This system is applied in accordance with European data protection regulations and applicable local regulatory requirements.

RISK ASSESSMENT

The main risks are related to customer data as well as candidate and employee data.

They mainly come in two forms:

- a breach of regulatory principles: poor management of personal rights, unlawful processing of data, etc.;
- a data breach: mainly due to subcontractors and cyberattacks.

Internal control assessments and audits are regularly carried out, including through auditors external to the Hermès Group. Conducted according to control and audit lines validated by the Group, they relate to the application of the Group's procedures and, more generally, to the maturity of the data protection system.

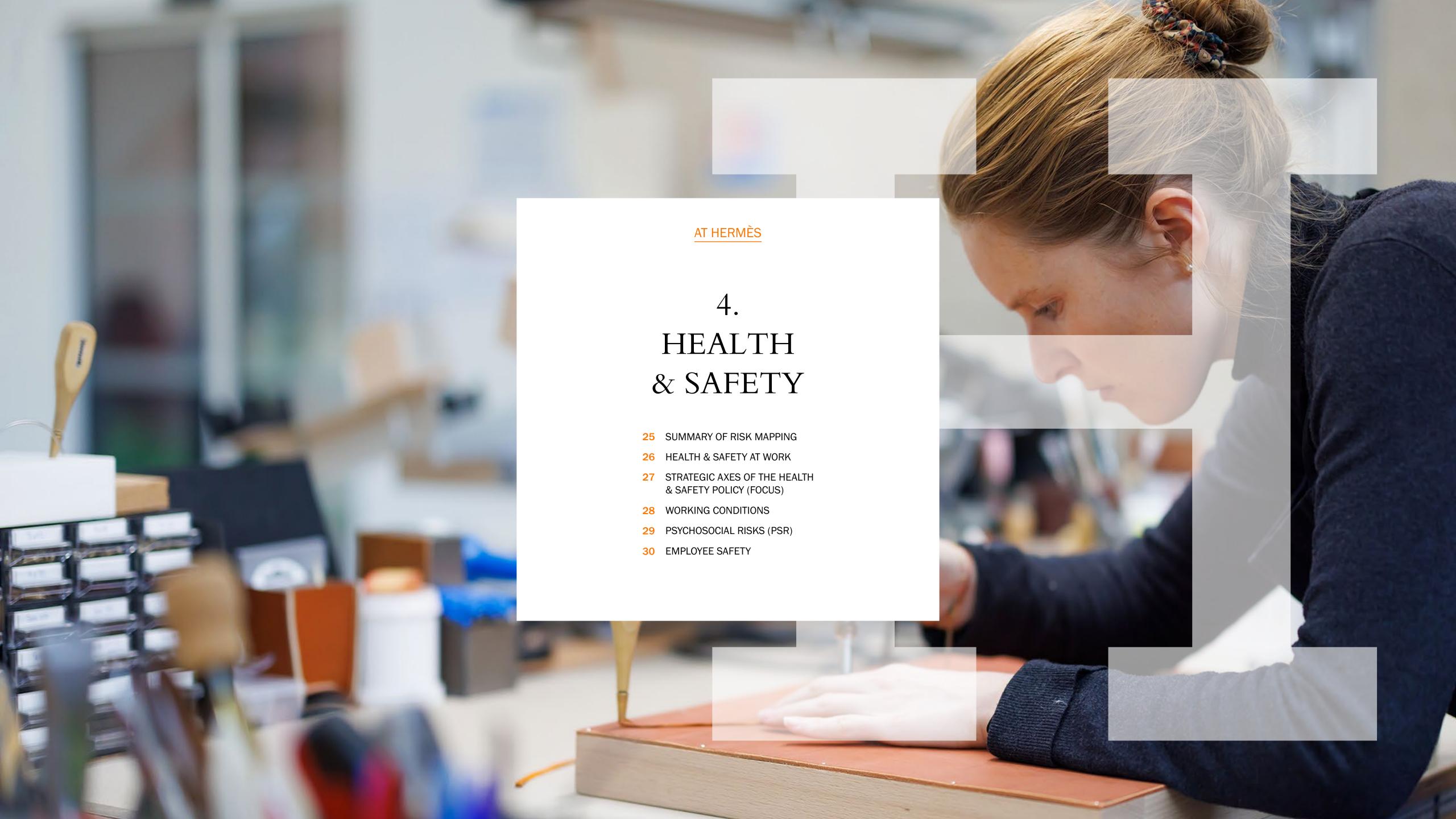
RISK MITIGATION

The Group's Data Protection Officer (DPO) relies on a network made up of the Head of Information Systems Security, the legal department, internal controllers and regional DPOs (notably in China). This network enables it to be informed of issues and legal changes in the processing of personal data and to ensure that said processing complies with Group rules.

A range of actions and systems is deployed at the Group:

- since 2015, the Group has set up Binding Corporate Rules (BCR), which define the rules for the protection of its customers' personal data and apply to retail entities;
- a face-to-face employee training programme and a mandatory e-learning module, translated into 11 languages;
- application of the principles of protection of Privacy by Design & by Default through the project security integration procedure and by conducting privacy impact assessments;
- use of a specific compliance tool, allowing in particular the efficient management of customer rights (access, modification, deletion, etc.)
- maintenance of a Group data processing register;
- a procedure for managing incidents and personal data breaches (data leaks).

Lastly, the protection of personal data is more generally part of the data governance put in place by the Group. This governance also addresses the issues posed by artificial intelligence (AI), in particular in terms of risks and ethics.



Very high

Net criticality



SUMMARY OF HEALTH & SAFETY RISK MAPPING

Medium

Low and very low

The sustainability of the House rests on the women and men who contribute in a harmonious and positive manner to its functioning and development. For this reason, the Group is very demanding in terms of working conditions: everyone can express their potential safely, in a pleasant environment, whether on production or logistics sites, in stores or offices.

RISKS	DESCRIPTION OF RISK AT THE GROUP	HERMÈS MATERIALS AND COMPONENTS	PRODUCTION WORKSHOPS	LOGISTICS PLATFORMS	HERMÈS BRANCHES	SUPPORT FUNCTIONS
Consumer safety	Lack of safety of products placed on the market					
Health and safety at work	Occupational injury or illnesses related to a lack of protection when using machines, uncontrolled exposure to hazardous chemicals, the appearance of RSI (repetitive strain injury) caused by heavy loads, repetitive movements or static work or in the event of fire					
Psychosocial risks	Moral or sexual harassment Threats, stressful situations					
Working conditions	Indecent working environment and/or accommodation for employees, excessive workload					
Employee safety	Lack of protection of employees in their workplace or during their travel: assaults, theft, attacks related to their activity					

HERMÈS • VIGILANCE PLAN 2024 FINANCIAL YEAR

Not significant

HEALTH & SAFETY AT WORK

While craftsmanship expertise is essential to the production of beautiful products, the high level of expertise in health, safety and the environment contributes directly to the improvement of working conditions and the well-being of all. The diversity of the Group's métiers, from production to retail, not forgetting the support functions, involves taking into account and managing different issues. Committed to its humanist values, Maison Hermès has embarked on a "Zero Accident" trajectory, and in 2023 formalised a Group Health & Safety policy to support this dynamic.

RISK ASSESSMENT

In late 2023, **the Group published its Health & Safety policy**. Validated by the Executive Committee and signed by the Group Director of Human Resources, it will be updated every three years. Its monitoring already includes an annual presentation to the Supervisory Board's CAG-CSR Committee. Its purpose is to provide a common strategic framework that contributes to preserving the health and ensuring the safety of employees. It is structured along four axes:

- preventing risks;
- protecting employee health;
- advancing the Health & Safety culture;
- Managing Health & Safety performance.

Each entity translates its commitments into an operational roadmap. Hermès has set up a network of internal officers to lead actions and an audit programme to assess progress.

Any new Hermès industrial site, and any renovation, is designed and built with accident prevention in mind, in order to preserve the health and safety of the craftspeople and partners working there. New or existing industrial practices, as well as processes and products, are constantly analysed to minimise their risks and effects on health and safety.

Aware of its role as a benchmark in the industry, Hermès also shares essential Health & Safety principles and values with its suppliers.

RISK MITIGATION

The industrial technical and innovation department is overseeing a multi-year EHS (environment, health and safety) programme. With the support of an outside firm, the industrial department audits the sites' level of maturity in terms of Health & Safety culture, and reports regularly on the progress made in meeting the commitments described in the Hermès Culture guidelines. The best practices identified during these audits are shared annually with the métiers in the form of an illustrated booklet.

In 2023, to take the management of risks to Safety at our industrial sites a step further, a multi-métier working group led by the industrial department prepared an **internal reference framework for major risks**. Thus, 11 major risks were targeted:

- Working at height
- Safety of equipment
- Management of hazardous energy
- Fire risk/ATEX (explosive atmospheres)
- Chemical risk
- Falls on flat surfaces

- Confined spaces
- Risks of the road
- Lifting/Storage/Areas shared by vehicles and pedestrians
- Management of external companies
- Isolated workers

These risks have been broken down into around 100 key requirements, for which the compliance of each site is being assessed as part of the 6th EHS cycle (2024-2026), in addition to the assessment of the level of Safety culture.

In addition, as part of our EHS approach, every accident or significant incident is investigated, with a detailed analysis of the causes, and the conclusions are systematically shared with other industrial sites.

MONITORING

7.89

rate of occupational injuries in 2024

0.40

Group occupational injury severity rate in 2024

HEALTH & SAFETY POLICY





CONTENTS (C)

STRATEGIC AXES OF THE HEALTH & SAFETY POLICY (FOCUS)

Numerous initiatives set up throughout the Group in 2024 testify to the commitments made in the Group's Health & Safety policy. These initiatives include several that are particularly significant at métier or site level.



Axis 1

PREVENTING RISKS

The rollout of the major risk framework has made it possible to strengthen the roadmaps of the sites and métiers, by identifying the actions necessary for better control of these risks. Thus, Hermès Leather Goods & Saddlery has launched a programme to secure major risks (working at height, lockout/tagout of equipment, etc.) through a multi-site working group.

Some métiers, such as the textile sector, have also taken advantage of this framework to facilitate targeted communications to employees.

The behavioural safety visits tool is being rolled out in the métiers, with pilot initiatives underway at Hermès Leather Goods & Saddlery and Hermès Cuirs Précieux.

Axis 2

PROTECTING EMPLOYEE HEALTH

Preventing repetitive strain injury (RSI) is a priority for the métiers. In particular, Hermès was a pioneer, introducing a five-pillar programme in the Hermès Leather Goods & Saddlery division:

- 1. Presence of in-house "ergonomics relays" at each site.
- 2. Replacement of traditional workbenches by height-adjustable workbenches: more than 4,500 workstations were in place at the end of 2024.
- 3. Continued rollout of the "Un Corps pour la Vie" ergo-motor skills training module, with its systematic integration into the Écoles Hermès des Savoir-Faire programme.
- 4. Continuation of the ergonomic analysis method, co-developed with doctors in biomechanics: nearly 1,000 "reference methods" have been implemented in the leather goods workshops.
- 5. Introduction of weekly osteopathy sessions on sites.

Axis 3

ADVANCING THE SAFETY CULTURE

In 2024, Hermès wanted to make a sustained effort on this 3rd pillar. Initiatives have been rolled out across the entire Group to strengthen the embedding of the Health & Safety culture in all of the House's entities.

In concrete terms, the major initiatives were as follows:

- organisation of a half-day awareness-raising session on Health & Safety issues and the development of Health & Safety leadership for the managing directors of the métiers;
- holding of the Manufacturing Day on the theme of Positive Safety in order to encourage the managers and departments of the industrial sites present to go further in their Health & Safety roadmap;
- organisation of the first Group day dedicated to Health & Safety, with events, training, games and presentations at all sites in France (manufacturing, retail and support) as well as at industrial sites internationally. More than 6,000 employees took part in this initiative.

These initiatives complement the activities of the Group and métier EHS networks.

Axis 4

MANAGING HEALTH & SAFETY PERFORMANCE

The Group's "Zero Accident" ambition has been shared with the métiers, which are gradually developing their reporting in this area.

The Group EHS network meets twice a year to share best practices, innovative projects, develop skills and align approaches.

In the tanneries, a cross-functional EHS Committee meets every two weeks to share EHS results, monitor the successful completion of actions and identify synergies between sites.

The textile supply chain has defined work accident frequency rate targets, which have been integrated into the supply chain's incentive scheme criteria. Since 2023, a standard dashboard has been used by all sites in the supply chain in order to share results on a monthly basis.

The accident management tool continues to be rolled out to expand the scope covered. Thus, in 2024, the rollout of the tool was extended to include two recently integrated French industrial sites.

WORKING CONDITIONS

If Hermès is so demanding about working conditions, it is so that everyone can safely express their potential in a pleasant environment, at production sites and logistics sites, in exclusive stores or offices. In addition to the fundamental issues of health and safety at work, it also means adopting the best managerial practices and providing a working environment conducive to the well-being of everyone.

RISK ASSESSMENT

Since 2008, various employee dialogue and listening initiatives have been put in place in France and abroad in order to establish an inventory of employees' feelings about their working environment, their well-being and their commitment.

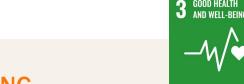
In 2024, it was decided to extend the use of the Hermès Hears survey mechanism to all Group entities. 91% of employees responded to this survey, making it possible to identify strengths and initiate improvement actions in each Group entity, as part of a process of continuous improvement of working conditions. This mechanism is designed to be renewed every two years.

RISK MITIGATION

The Group encourages everyone to put in place all measures likely to contribute to the well-being of employees at work, taking into account the specificities of each métier.

In terms of the organisation of working hours, the Group gives its subsidiaries a great deal of freedom. However, it ensures strict compliance with the regulations applicable in each country in terms of working hours, maximum working hours and minimum breaks. Particular attention is paid to monitoring leave and to counting hours of work and recovery.

- In the Leather Goods & Saddlery division, all production workshops benefit from 213 "ergonomics relays" and are organised around flexible hours, with early and late working hours possible. Each craftsperson is responsible for choosing his or her hours in order to reconcile working time and personal organisation.
- In the United States, all sales associates receive a continuous weekend off each month. The schedules are designed to avoid work on Sundays and ensure a fair distribution of late working, notably during busy periods.
- In China, for sales associates, schedules provide for a maximum of eight hours of work per day and two days of rest per week. Annual leave has been increased from 10 days to 12.
- In logistics, employees benefit from flexible working hours with a minimum number of hours to be worked per week, the possibility of working more and the flexibility to adjust their daily working hours.



MONITORING

91%

participation rate in the 2024 Hermès Hears survey

2.69%

absenteeism rate in 2024

PSYCHOSOCIAL RISKS (PSR)

Hermès does not tolerate any conduct that manifests itself through behaviours, words, acts, gestures or writings that may infringe on a person's personality, dignity or physical or psychological integrity, thereby jeopardising their personal well-being or employment, and adversely affecting the social climate. The prevention of and fight against harassment, whether psychological or sexual, is one of the House's priorities.

RISK ASSESSMENT

The Group acts to prevent psychosocial risks. Notably, it tries to **ensure work-life balance** by disseminating best practices and encouraging subsidiaries to apply them. These incentives are of course rolled out locally, taking into account the cultural specificities of countries. Exemplarity is especially required of managers.

Training on the prevention of psychosocial risks is offered to managers to make them aware of the existence of PSRs (stress, harassment, violence at work, burnout, etc.). The objective is to teach them how to quickly detect difficult situations, to identify warning signals, even weak ones, in order to provide a rapid and appropriate response.

This training is also an opportunity to raise awareness of preventive measures for physical and psychological health, and well-being at work. Rollout of this theme began in France, and it will be extended internationally.

RISK MITIGATION

At the French entities, **more than 50 pairs of "Harassment and sexist behaviour" officers**, representing management and the SECs (Social and Economic Committees), were appointed to prevent sexist behaviour and sexual and moral harassment. They are continuing to follow training on these concepts and their legal framework so as to be able to characterise situations.

This training also makes it possible to identify at-risk behaviours, to encourage the implementation of preventive measures and to react in the event of an alert by showing empathy and distance.

Furthermore, an e-learning module called "Understanding to prevent sexist behaviour and harassment situations", addressing issues of moral and sexual harassment, sexist behaviour and sexual assault, is mandatory for all managers and representatives in France, and is open to all employees. It has also been rolled out internationally.

Any employee who believes that he or she is a victim or is a witness to such a situation is invited to inform their manager or a human resources manager as soon as possible or to report it through the **H-Alert! professional whistleblowing system**, which guarantees the confidentiality of exchanges.

Group rules provide for mechanisms that make it possible to examine and deal with any situation, with complete neutrality and impartiality (for example, the establishment of an internal joint commission of inquiry with a representative of management and a representative of the SEC). To support them in their role, an internal investigation procedure has been drawn up. It describes the different stages of an investigation, the precautions to be taken and the role of the various stakeholders.

CONTENTS (C

EMPLOYEE SAFETY

The Group's policy includes the issue of employee safety, as a priority, in its strategy for the protection of people and property. Safety is very important in a context of risk of physical harm to people in several cities and countries where Hermès operates.

RISK ASSESSMENT

Due to the nature of its activities and the value of its products, the Hermès Group identifies risks of physical harm to people (employees and external partners that could cause moral and psychological harm).

Experts from the Group safety department regularly travel to the various sites to ensure compliance with Group safety procedures and to support the métiers and subsidiaries, including during events in France and abroad.

A questionnaire on industrial safety is also completed during these site visits or audits.

Security incidents are reported in a specific database. They are regularly reported to the Group Safety Committee and the Audit and Risk Committee, and are then analysed in detail, thus contributing to the continuous improvement of the system.

RISK MITIGATION

The Group has set up several measures to ensure the safety of employees at the various sites and countries where it operates:

- a safety policy for all of its activities and sites;
- specific transport security procedures;
- a crisis management process, in the case of a serious event, which involves setting up a crisis unit with dedicated resources. Crisis management simulation exercises are regularly conducted.

Several measures are deployed depending on the level of risk at the Group's various production and distribution sites to protect employees:

- reinforcement of safety and security equipment, surveillance cameras, vaults, access controls, fencing, intrusion detectors;
- transport security;
- training of teams on how to react in the event of incidents (e.g. robbery);
- provision of a psychological unit;
- anonymisation of sites.

A computerised safety and crisis management tool was rolled out in March 2021 at sites in the Paris region and has now been extended to all stores in France. The extension to other Group sites is being carried out gradually, depending on the level of risk at each site.

MONITORING

Experts from the Group safety department regularly travel to the various sites, during events in France and abroad, to ensure compliance with Group safety procedures. A questionnaire on industrial safety is also completed during these site visits or audits.

Security incidents are reported in a specific database. They are regularly reported to the Group Safety Committee and the Audit and Risk Committee, and are then analysed in detail, thus contributing to the continuous improvement of the system.



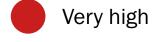


SUMMARY OF ENVIRONMENTAL PROTECTION RISK MAPPING

The Group's sustainable development policy involves knowing, controlling and reducing its environmental impacts, as part of a responsible approach. More broadly, Hermès contributes, through its commitments and actions, to the fight against climate change and the preservation of biodiversity.

RISKS	DESCRIPTION OF RISK AT THE GROUP	HERMÈS MATERIALS AND COMPONENTS	PRODUCTION WORKSHOPS	LOGISTICS PLATFORMS	HERMÈS BRANCHES	SUPPORT FUNCTIONS
GHG emissions and climate change	Impacts on climate change due to the Group's activities and its value chain					
Pollution and waste	Emissions of pollutants <i>via</i> aqueous or atmospheric discharges and of various forms of waste, including plastic waste					
Depletion of natural resources	Insufficiently controlled consumption of resources that are non-renewable, limited, to be preserved (water, wood)					
Biodiversity damage	Destruction of a part of biodiversity through the use of raw materials or the establishment of sites					
Animal welfare	Animal exploitation practices contrary to the Group's commitments and to compliance with the principles of animal welfare					

Net criticality





High



Medium



Low and very low



Not significant



ENVIRONMENTAL POLICY (FOCUS)



Hermès implements a strict environmental policy on its sites to prevent incidents and emergency situations. This policy details the actions set up to control and limit their impact, thus ensuring that both people and the environment are protected.

ENVIRONMENTAL POLICY FRAMEWORK

The environmental policy describes the main environmental commitments made by Hermès on the sites and activities under its direct control.

This includes industrial sites, tertiary sites (such as offices and other administrative spaces), where sustainability initiatives can be implemented, as well as stores (excluding concessionaires and travel retail), which are also an integral part of the operations over which Hermès exercises direct control.

GUIDING PRINCIPLES OF THE ENVIRONMENTAL POLICY

25	Climate (adaptation,	→ Comply with environmental regulations and anticipate changes whenever possible.
	mitigation, energy)	Reduce GHG emissions to mitigate the impacts of climate change.
		 Increase the resilience of the Hermès model in the face of environmental changes (primarily climate change) by studying their effects, obtaining information and collaborating with our stakeholders.
		→ Manage energy resources by reducing energy consumption and favouring the use of renewable energies.
	Pollution (water, air, soil) and chemicals	 Comply with locally applicable regulations in terms of discharges and use of restricted substances, via a single list and regular audits.
		→ Control and limit impacts on the environment, whether in terms of soil, air or water.
00	Freshwater	→ Reduce consumption and withdrawal (recycle and reuse water), particularly in areas of water stress, improve the quality of discharges, and work alongside stakeholders in watersheds to preserve this shared resource.
	Biodiversity & ecosystems	Structure all the actions already in place and new actions aimed at limiting its footprint on the various pressures exerted on biodiversity.
(99)	Circularity & waste	→ Preserve resources.
KUV -		→ Reuse materials and objects, reduce production of waste and recycle as much as possible.

CONTENTS (C)





MONITORING

-63.7%

decrease in scopes 1 and 2 emissions in absolute value compared to 2018

-50.5%

decrease in scope 3 emissions in intensity compared to 2018

-65.6%

decrease over 10 years in industrial energy consumption (electricity and gas, excluding farms), in intensity

100%

renewable electricity in France and 97.9% worldwide

71%

renewable energy worldwide

Score of A

in the 2024 CDP Climate questionnaire

GREENHOUSE GAS EMISSIONS AND CLIMATE CHANGE

The Group is resolutely committed to a low-carbon world. Hermès has strengthened its climate strategy, in particular through targets for 2030 validated by the SBTi. These targets are aligned with the IPCC recommendations to limit global warming to 1.5°C. Actions have been taken in this regard, both within the Group's activities (production, construction, logistics, etc.) and within its supply chain. Hermès' climate transition plan specifies how the Group intends to reduce its emissions (mitigation policy) and integrate the effects of future changes (adaptation policy).

The Group's policy includes several axes:

- measure the impacts of its activities across all scopes 1, 2 and 3;
- prioritise actions to reduce emissions in the various categories where the Group can act;
- set up carbon contribution actions;
- study the effects of climate change, inform and collaborate with our partners and suppliers to adapt the entire value chain.

RISK ASSESSMENT

THE HERMÈS GROUP

Since 2013, the Group has **updated the overall** greenhouse gas emissions assessment of its production and distribution sites and its supply chain according to the three scopes of the GHG Protocol. This work is carried out with the help of an independent external specialist firm and using the Bilan Carbone® (carbon assessment) method and the GHG Protocol.

Since 2019, energy and thermal diagnostic campaigns are carried out regularly at all industrial, tertiary and distribution sites in France to assess performance and schedule action plans.

RISK MITIGATION

True to its concrete and long-term commitments, since 2020 Hermès has stepped up its fight against climate change by updating its strategy with ambitious, science-based targets, through the "Science-Based Targets" initiative (SBTi), to contribute to carbon neutrality by 2050:

- 50.4% reduction in terms of absolute value in scopes 1 and 2 emissions from 2018 to 2030;
- 58.1% reduction in terms of relative value in scope 3 emissions from 2018 to 2030;

ALERT COLLECTION AND PROCESSING SYSTEM

- 50% reduction in the carbon footprint per m² of buildings constructed or renovated by 2030;
- defossilisation of operations and implementation of a 100% renewable electricity policy by 2025 and 100% renewable energy by 2030.

Hermès is gradually rolling out concrete actions to replace the fossil fuels used, and reduce its energy consumption and its carbon footprint across the three scopes:

- French sites supplied with 100% renewable electricity;
- rollout of the "Harmonie" real estate standard, an internal sustainable construction framework, which enables accurate measurement of the environmental issues relating to all of the House's construction, development and renovation projects;
- improvement of the logistics footprint, in particular for local transport, using carbon-neutral modes of transport; for long-distance transport, giving preference to sea or road transport over air transport, opting for fuels with lower emissions, and optimising packaging and transport volumes;
- mobilisation of suppliers and sectors to reduce their scope 3 via awareness-raising for Tier 1 suppliers and partners, sharing greenhouse gas (GHG) emission reduction ambitions between Hermès and its suppliers, collecting GHG assessments from suppliers and providing support to major materials sectors.

Furthermore, for the establishment of new leather goods sites, Hermès explores the possibility of reconverting former industrial sites or wasteland.

reducing losses at all stages of production;

reducing water consumption at all stages of production.

CONTENTS (C)

MONITORING

100%

of gold and silver used in jewellery is from non-mining sources

-65.4%

decrease in intensity of industrial water withdrawal (excluding farms) over 10 years

Score of A-

in the CDP Water Security questionnaire in 2024

Score of A

in the CDP Forest questionnaires in 2024

90%

of the wood in Hermès métiers' products is certified sustainable 100% of the orange bags is FSC-certified

DEPLETION OF NATURAL RESOURCES

Managing the environmental impact of its entire value chain is a core preoccupation for Hermès. Respecting natural resources, promoting regenerative agriculture and forestry, and managing energy resources are all pillars of the Group's environmental strategy.

RISK ASSESSMENT

THE HERMÈS GROUP

Hermès uses natural and **renewable** raw materials. This is notably the case for hides from farmed animals and the main textile materials such as silk, cashmere and wool.

The impacts of materials are carefully studied, in particular using supply chain analyses, product life cycle analyses and biodiversity studies.

The Group monitors its consumption of water withdrawals, whether industrial (mainly in France), or in its supply chain in:

- tanneries, with the hide tanning, dyeing and finishing processes;
- textiles, with the fabric printing and finishing steps;
- crocodilian farms, with the filling of breeding tanks and their regular renewal, which guarantees the bacteriological quality of the water and animal welfare.

RISK MITIGATION

Hermès' policy aims to limit the consumption of natural resources:

- searching for new production methods for existing materials or for new, more frugal materials;
- rolling out eco-design;

Optimising the use of materials

In order to increase the visibility of "unused" materials and enable their reuse, an internal digital platform has been developed and will be made available to the Group's métiers in 2025.

ALERT COLLECTION AND PROCESSING SYSTEM

- At the tanneries, hide imaging systems enable the identification of defects, facilitate sorting, maximise the use of hides and reduce loss.
- In leather work, the métiers have always been attentive to reducing material scraps as much as possible. In France, since 2022, the Group has implemented measures, notably inventory optimisation, to recycle and reuse its leather scraps as much as possible.
- Since 2019, a working group of the textile Hermès subsidiary has focused on optimising the use of cashmere and the production of silk items is organised to avoid producing surpluses. In addition, Hermès works in collaboration with its partners to improve the recycling process for its materials. For example, the Resilked project enables silk to be given a second life as part of a strong innovation and circular economy approach.
- Since 2023, Hermès Manufacture de Métaux has been rolling out a closed-loop recycling channel for brass, from its production offcuts and production waste.
- Perfume and Beauty is rolling out a similar closed-loop recovery approach for cardboard waste and is expanding its refillable perfume collection.

Reducing consumption of water withdrawals

All production métiers have a minimum annual reduction target of 5% in intensity. This objective is relevant with regard to the trajectory observed over the last ten years because the reduction in consumption of industrial water withdrawals (excluding farms) has reduced by 65,4% in intensity between 2014 and 2024. This is the result of continued reduction efforts on all the Group's industrial sites.

Preservation of wood resources

In line with its Forest policy published in 2023, Hermès is committed to developing a sustainable supply of wood and packaging materials from forestry. This involves strict traceability and certifications guaranteeing sustainable management (no deforestation, no clearing).

POLLUTION AND WASTE

Hermès works actively to limit the environmental impact of its activities, linked to pollution and waste production.

RISK ASSESSMENT

A major aspect of environmental protection and societal responsibility, waste and discharge management means that each of the House's various métiers does all it can to reduce the production of waste and discharges and to recycle or recover them.

The policies conducted by Hermès in terms of prevention and the fight against pollution aim, based on a study of risks, **to control them and limit their impact** on the environment, whether on soil, air or water.

New indicators and targets will be introduced in 2025 concerning the quality of effluent discharged, in line with expectations for reducing "freshwater pollution" pressure, which Hermès is taking into account through the rollout of the Science-Based Targets for Nature (SBTN) method.

RISK MITIGATION

Hermès implements specific processes to control the various forms of pollution related to its operations. The following examples illustrate this:

- Industrial water discharges: Hermès strictly monitors the destination of its water discharges in collaboration with local water treatment systems and organisations. Quality parameters are monitored to ensure their environmental compliance and the preservation of the receiving environment. The Group rolls out technologies and processes to improve the elimination of polluting loads and the quality of water discharges. This approach is based on a policy of developing treatment plants (WWTP) at the exit of sites, with additional treatment provided by municipal wastewater treatment plants in most cases.
- Management of chemicals and input materials: Hermès complies with the strictest international standards thanks to a single list of restricted substances. Rigorous control guarantees the compliance of materials and products through tests, audits and immediate blocks in the event of non-compliance.
- **Atmospheric emissions excluding greenhouse gases**: atmospheric emissions from Hermès' industrial sites come mainly from furnaces, boilers, surface treatments, dry degreasing, spray booths and solvent-based products. Depending on the activities and applicable regulations, sites monitor the relevant parameters and set up systems to reduce or treat discharges. However, the risks related to air pollution remain limited given the nature of the Group's activities.
- **Soil pollution**: the Group carries out specific actions with its suppliers, in particular *via* certifications, to ensure responsible management. This subject is also taken into account in the SBTN approach (see *page 38*).
- **Waste reduction**: sludge from WWTP (wastewater treatment plants) and leather by-products generated in the tanning stages are among the main non-hazardous residual waste. The tanneries division is actively studying options for recovering and recycling this waste, in conjunction with external partners.





100%

of Hermès tanneries are equipped with their own water treatment plants

58%

of all waste is recovered (recycling, reuse, energy recovery)

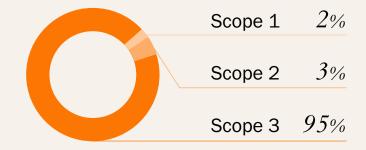
CONTENTS (C)

... 17 PARTNER

MONITORING

92%

of Hermès' revenue is covered by the GBS analysis on upstream scopes 1, 2 and 3, *i.e.* the "vertically integrated scope" of CDC Biodiversité



100%

of employees will be trained by the end of 2026

42%

of industrial sites assessed with an action plan (target 100% of industrial sites in France by the end of 2026)

100%

of the cardboard used in the orange boxes is 100% FSC

PROTECTION OF BIODIVERSITY

To protect biodiversity, Hermès is taking action within its direct sphere of responsibility, its extended sphere of influence, and through commitments beyond its economic sphere of influence.

RISK ASSESSMENT

THE HERMÈS GROUP

To assess its biodiversity footprint, Hermès relies on impact measurements at different levels with the help of recognised partners:

- for its production sites, through Biodiversity diagnostics (16 indicators on the five erosion factors defined by IPBES*);
- across the entire value chain, thanks to the GBS (Global Biodiversity Score) approach;
- for supply chains, through dedicated studies: in 2023, biodiversity analysis of the cashmere supply chain with the University of Ulan-Bator, WWF France and WWF Mongolia.

Most of the footprint comes from upstream in the value chain. The main pressures on terrestrial biodiversity are related to land use by crops or livestock, and greenhouse gas emissions.

RISK MITIGATION

Materials are selected and supplied by each métier, in compliance with the supply chain brief and regulations, and respecting biodiversity. Materials or species threatened with extinction, or those whose trade is illegal, are prohibited.

Hermès has renewed its commitment to Act4nature international. It is divided into four areas:

- train the management committees and site and supply chain employees in 2023, then all employees by 2025. An e-learning module on biodiversity was rolled out in 2021;
- collaborate by developing the partnership with WWF France and other field NGOs involved in the protection of biodiversity, such as ICFA (International Crocodilian Farmers Association) for crocodilians or SAOBC (South African Ostrich Business Chamber) for ostriches;
- assess and pursue the deployment of the GBS approach in the main supply chains by 2025 on high-impact production sites;
- act by rolling out action plans by 2025 for high-impact raw material sites and supply chains;
- continue to invest in the Livelihoods Funds and biodiversity projects with the Fondation d'Entreprise Hermès.

The Livelihoods Carbon Funds, of which Hermès has been a partner since 2012, act to restore biodiversity.

A best practices guide has been formalised since 2021 to help each Leather Goods division implement projects related to the protection of the Group's biodiversity.

The fight against deforestation, coordinated by a Group committee, works mainly on:

- cattle feed:
- the use of fully FSC-certified timber sources (Forest Stewardship Council), or other specific certification.

Lastly, crocodilian farms in the United States and Australia that collect eggs in the natural environment scrupulously respect the quotas in force and the processes provided for by the applicable regulations. Revenues from collection are earned locally; they actively contribute to the maintenance of the natural ecosystems in place as well as to affected communities in general (whether through job creation or other social/economic schemes).

^{*} Intergovernmental science-policy platform on biodiversity and ecosystem services.

SBTN TRAJECTORY IN FAVOUR OF BIODIVERSITY (FOCUS)



There is currently no single monitoring system for biodiversity; however, the Group has selected a number of the existing systems, on the basis of their pragmatism, scientific relevance and visibility to the stakeholders concerned. Hermès is one of the first companies to deploy a scientific approach: the Science-Based Targets for Nature (SBTN). Created in 2019, this network brings together 50 organisations and defines five key steps for setting science-based targets.

IMPLEMENTATION

In 2023, Hermès joined SBTN's Corporate Engagement Program and WWF France's *Capital Lab Naturel* with the aim of rolling out the method across all Group activities. In 2023, the Group applied the SBTN method for the first two stages, with the help of its external partners. The continuation of the method in 2024 allows Hermès to deepen its commitment with the definition underway of targets aligned with local ecological limits and the implementation of concrete actions to reduce its impact on biodiversity.

Hermès' Biodiversity Strategy



Step 1

 \rightarrow 2023 - 2024 \rightarrow

Hermès analysed the material pressures of its 16 métiers, covering 53% of purchases representing 90% of pressures on biodiversity. The study highlights the upstream side of the value chain, habitat degradation, climate change and pollution of production sites.

Step 3

<-- 2030 **-** 2024 <--

Step 2

This step consisted in combining and interpreting pressure and state-of-nature data in order to prioritise sites and supply chains.

Hermès is continuing its SBTN trajectory by defining precise targets in priority locations, in line with local ecological limits. This approach aims to set objectives to protect nature, taking into account the specificities of the regions concerned and the potential impacts of the Group's activities. By relying on scientific standards, Hermès adapts its commitments to local realities, thus strengthening its actions to promote biodiversity in a measurable and structured approach.

2024 - 2030 -->

Step 4

The implementation of the commitments is based on a structured implementation of actions according to the ER3T sequence: Avoid, Reduce, Restore, Regenerate, Transform. This approach makes it possible to act at each level of impact, preventing the degradation of ecosystems, limiting existing pressures and integrating regenerative practices into the supply chains. Rigorous monitoring supports the implementation, guaranteeing continuous improvement and adaptation of actions according to the results observed.

CONTENTS (C)

ANIMAL WELFARE

Hermès' policy favours the search for animal well-being through the observation of animal behaviour and aims to achieve concrete results.

RISK ASSESSMENT

THE HERMÈS GROUP

The Group is exposed to this risk in its animal supply chains: leathers (including exotic hides), wool and hair, feathers, horn and down.

Hermès uses more than 35 different leathers, mainly from French or European calves. Exotic hides include crocodilian, lizard and ostrich hides.

All of these supplies are purchased from suppliers, with the exception of some alligator and crocodile hides, since the Group has farms in Australia and the United States.

To assess this risk, update policy and standards, measure progress and ensure that resources are made available, the House set up an Animal Welfare Committee in 2019, which meets at least every six months. This committee brings together members of the general management, the purchasing functions of the various métiers, the technical department and sustainable development. An independent expert specialising in animal welfare is also a member of this committee.

In addition to this committee, an animal welfare community will be led from 2025, in order to share initiatives, best practices and the progress made by the various métiers.

RISK MITIGATION

The Group has a very strict animal welfare policy in all the supply chains concerned. Formalised in 2021 and updated in late 2023, it commits the Group to respecting the fundamental principles of animal welfare, including five fundamental freedoms defined by the Farm Animal Welfare Council.

The concept of "One Welfare" recognises the links between animal welfare, human welfare and the environment. In this context, various measures are rolled out:

- strict standards describing best practices, adapted to each supply chain, covering the areas of farming and slaughter practices, transportation, traceability, etc.;
- a monitoring system adapted to each supply chain, making it possible to improve practices through regular internal or external controls and audits;
- multi-stakeholder collaboration, to ensure that the results obtained on animal welfare correspond to the expectations of stakeholders (including NGOs).

Hermès thus participates in the development of global best practices in a number of supply chains:

- for its own breeding activities and for its raw material supply chains;
- with the International Crocodilian Farmers Association (ICFA), to develop, enrich and implement an international certification framework for the well-being of crocodilians and the application of sustainable livestock practices on farms;
- with the ostrich supply chain, in partnership with the South African Ostrich Business Chamber (SAOBC): through the creation of a standard, a certification process and funding to train farmers and processors;
- with several luxury French brands, Hermès participates in the collective initiative "Cuir de Veau Français Responsable" (CVFR) to define and implement a responsible calfskin sector, based on full traceability and strict animal welfare standards. The project brings together the main French calf breeders and integrators, committed to a continuous improvement process following the audits carried out;
- in collaboration with experts in animal welfare, the creation of the LPPS (Lizard Procurement and Processing Standard) for the "lizard" supply chain (varanus salvator) in Malaysia;
- by supporting the most demanding certifications for textile fibres: Textile Exchange's "Responsible Animal Fiber" reference framework and its specific standards (wool, alpaca, mohair, down), the Sustainable Fibre Alliance (SFA) standard for cashmere.

MONITORING

100%

of métiers comply with the Group's animal welfare policy

100%

of Hermès farms are IFCA certified

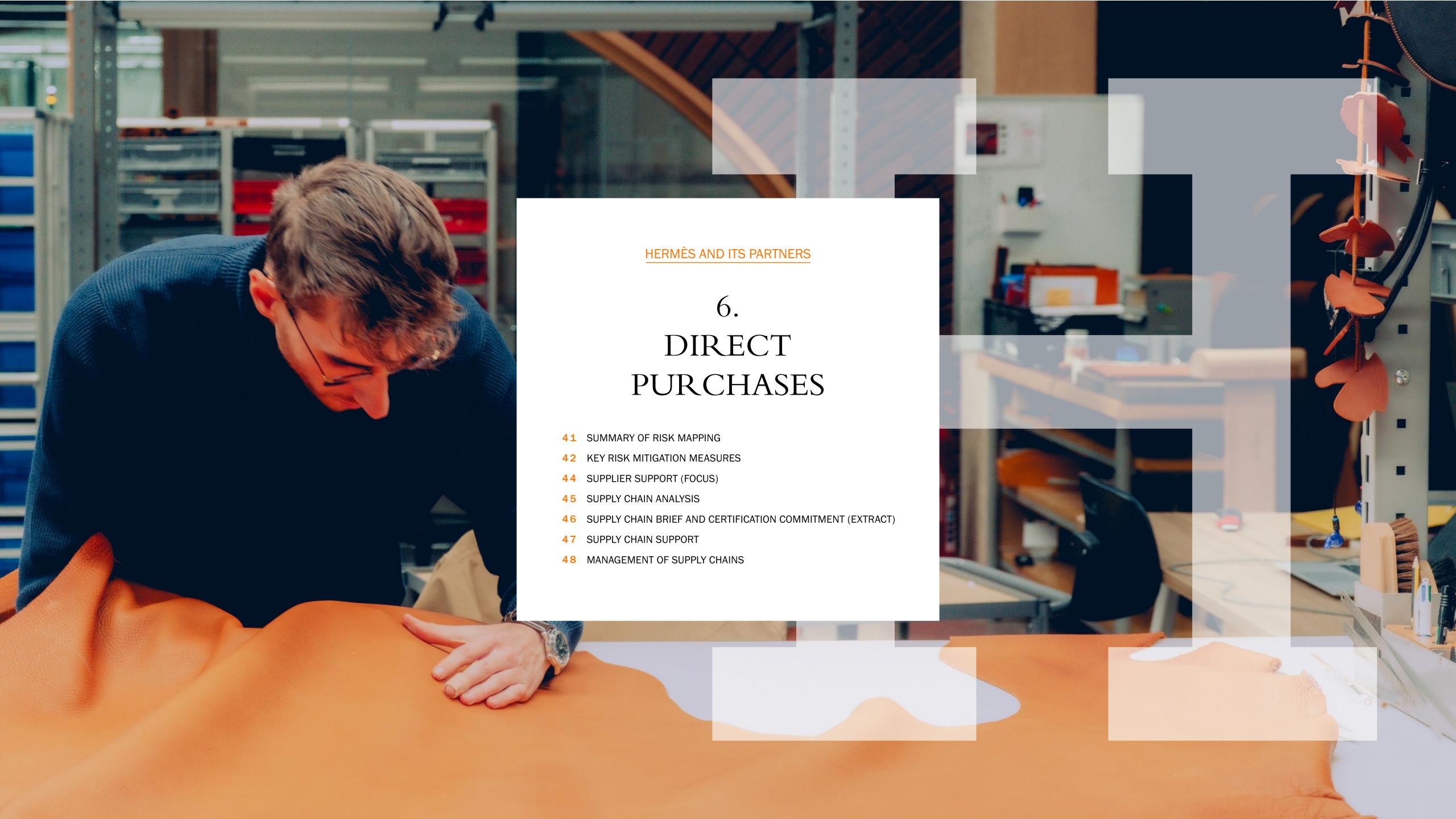
100%

of the ostrich supply chain has been SAOBC certified since July 2022

90%

satisfactory results in terms of animal welfare for more than 500 French calf farms audited by a third party

of the lizard supply chain in Malaysia is LPPS certified (Lizard Procurement and Processing Standard)





SUMMARY OF DIRECT PURCHASING RISK MAPPING

The Hermès craftsmanship model, with 74% of production in France, relies on a network of suppliers based mainly in Europe, where labour and environmental practices are some of the strictest.

Hermès builds balanced partnerships with its direct suppliers, according to its principles of transparency, high standards and fairness.

The risk exposure to its direct suppliers is therefore reduced for Hermès. Nevertheless, the Group is aware that the sustainability of its activities depends on the availability of the exceptional raw materials used. Furthermore, Hermès is committed to sustainably developing its supply chains, by going beyond compliance with environmental, ethics, social and animal welfare regulations, to contribute to the future availability of these resources.

To this end, the buyers of each métier carry out **risk mapping for each category of purchases** (raw materials, manufacturing, etc.). The risks assessed are mainly those relating to human rights and fundamental freedoms, personal health and safety, social issues, the environment, biodiversity, ethics and the risk of corruption.

Since 2019, these mapping exercises have been supplemented by supply chain analyses by raw material. With its 16 métiers, the Group has around 100 direct purchasing categories and 90 materials supply chains.

At the end of 2024, most of the purchasing categories had been the subject of risk mapping and a risk analysis by supplier. Of the 90 supply chains identified, 79 were the subject of a comprehensive analysis, thus covering almost the entire scope of purchases (in value). The analysis of these supply chains resulted in the supply chain brief, distributed to all suppliers. The latter includes targets for the traceability and certification of raw materials.

RISKS	RAW MATERIAL SUPPLY CHAINS	MANUFACTURERS AND SUBCONTRACTORS
Human rights		
Dialogue with our employees		
Discrimination		
Living wage		
Child labour		
Forced labour		
Impact on communities		
Personal data		
Health & Safety		
Consumer safety		
Health and safety at work	See page 42	See page 42
Psychosocial risks		
Working conditions	See page 42	See page 42
Employee safety		
Environment		
GHG emissions and climate change	See page 44	
Pollution and waste		
Depletion of natural resources		
Biodiversity damage		
Animal welfare	See page 39	

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KEY RISK MITIGATION MEASURES (1/2)



1. SUPPLIER RISK ASSESSMENT

Each métier's buyer carries out risk assessments, by supplier, in several areas:

- corruption;
- human rights and fundamental freedoms;
- health & safety, working conditions;
- environment;
- social;
- financial health and economic dependence;
- control of the supply chain;
- performance and continuity;
- confidentiality and security;
- Hermès dependency.

2. AUDIT BY THE BUYER

If a risk is suspected, the buyer carries out a site visit to confirm or refute it, using a "supplier knowledge questionnaire" that details the various themes present in the supplier risk analysis grid.

This questionnaire covers topics such as ethics, human rights, health and safety, and the environment.

3. AUDIT BY A RECOGNISED THIRD-PARTY EXPERT

If the risk is related to the environment, working conditions, the health and safety of people, social issues or human rights and fundamental freedoms, an external body recognised for its expertise, is asked to conduct an audit.

These audits last at least two days and are carried out in the presence of a Hermès representative. They make it possible to verify, *in situ*, the reality of suppliers' social, environmental and ethics commitments. The proper implementation of the regulations that concern them is also monitored, as well as the working conditions and well-being of employees. The results of these audits and action plans are taken into account during any continuation of relationships.

Due to its craftsmanship culture, its in-depth knowledge of purchasing channels and mechanisms, and its external EHS expertise, Hermès provides veritable spaces for discussion to build targeted plans with its partners.

Lastly, in line with its supply chain strategy (**see pages 45 and 46**), the purchasing department and métiers concerned initiated the first field audits in 2024, on the upstream scopes assessed as most at risk. This mechanism will be gradually extended in 2025 and beyond.

4. SUPPLIER AUDIT COMMITTEE

Since early 2019, a Supplier Audit Committee is tasked with analysing the audit reports and defining the priority actions to be established with the audited suppliers.

This committee meets for two half-days per month. It is composed of the Group purchasing department, the audit and risk management department, as well as relevant buyers at the métiers. It reviews the conclusions of new audits and follows up on past audits.

Audit follow-ups are planned three months, six months or one year after the audit, depending on the type and severity of the findings. Once all the findings have been cleared by the supplier, a closing visit is carried out by the buyer concerned and by a representative of the Group direct purchasing department to confirm the successful completion of all corrective actions and ensure their sustainability.

MONITORING

More than 100

audits of Tier 1 suppliers were carried out in 2024

More than 100

audits of Tier 2 suppliers were carried out in 2024

KEY RISK MITIGATION MEASURES (2/2)

In addition to audits and improvement plans, in order to provide long-term support to all its partners and maintain balanced relationships, Hermès ensures that they all share and respect its social, environmental and ethics ambitions.

NETWORK MANAGEMENT AND TRAINING

The Group has drawn up a CSR brief since 2021, which sets out its expectations with regard to suppliers on seven themes:

- human and social rights;
- biodiversity;
- energy and carbon;
- water;
- traceability;
- circularity;
- innovation in materials and processes, plastics.

In 2023, the subjects of forests, pollution (waste) and pollution (safety and chemical substances) were added to the CSR brief.

In parallel with the CSR brief, the Group direct purchasing department prepared the supply chain brief (see page 48). The CSR brief and the supply chain brief are rolled out among all suppliers by the Group's buyers. During distribution campaigns, buyers present the issues and advise suppliers on the implementation of the measures provided for in the CSR brief and the supply chain brief. At the end of 2024, the supply chain and CSR briefs had been distributed to 100% of direct suppliers.

In 2024, a new manufacturer's brief was drawn up in conjunction with the manufacturing departments and métiers concerned, in order to specify the requirements for the clothing supply chain.

It will gradually be distributed to the suppliers concerned in 2025.

The Group direct purchasing department also organises **an annual direct purchasing day**, which brings together all buyers. Depending on the agenda, internal control officers and representatives of the legal department or of the sustainable development department are also invited.

"Adopt EHS (environment, health & safety) reflexes" training has been provided since 2020. This training is aimed at buyers and anyone who visits suppliers. In 2024, 47 people followed this training.

In addition, **legal training for buyers (67 people in 2024)**, "The **Art of Negotiation at Hermès**" (12 people in 2024) and finance training for buyers (12 people in 2024) are provided each year to better understand risks and best practices in terms of ethics and compliance.

TRANSPARENCY & TRACEABILITY

Traceability software continues to be systematically implemented for better monitoring and control of risks in the value chains of the Group's partners. Secure access, *via* a single platform, has gradually been rolled out since 2024, in line with the roadmaps of the métiers and the Group IT department.

SUPPLIER COMMITMENT (SUPPLIER CODE OF CONDUCT)

Hermès systematically seeks a formal commitment from its suppliers to comply with their social, regulatory and environmental obligations. This commitment is formalised by the signing of the supplier code of conduct since 2024 including the "Social, environmental and ethics policy".

With this signature, suppliers formally undertake to exercise their own duty of care towards their suppliers and subcontractors, which they are also required to declare to Hermès. No production may be subcontracted without Hermès' prior written agreement (**see p.44**).

CSR QUESTIONNAIRE

To support suppliers, a "CSR self-assessment questionnaire" was created in 2022. With more than 65 questions relating to CSR, it allows buyers to ask their suppliers for any useful information relating to their CSR commitments: social policy, commitments in favour of the environment and biodiversity, ethics charter, waste management, commitments to reduce the water footprint and greenhouse gas emissions, etc.

Since 2023, the annual use of this questionnaire has made it possible to refine the roadmaps by supplier. A redesign of the questionnaire is planned for 2025, to simplify monitoring with suppliers and reflect the results obtained in relation to the trajectories communicated.

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SUPPORTING DIRECT PURCHASING SUPPLIERS (FOCUS)



Committed to providing long-term support for its partners and maintaining balanced relationships, Hermès ensures that all its partners share and respect its social, environmental and ethics objectives. In particular, the Group monitors issues related to human rights and fundamental freedoms, working conditions (hygiene, health, safety, working hours, wages, etc.), the protection of the environment and biodiversity, as well as animal welfare. This monitoring applies to its suppliers and subcontractors in the value chain, with the aim of always better understanding all the supply chains and aligning their CSR objectives with those of Hermès.

NEW SUPPLIER CODE OF CONDUCT

The Hermès Group combined and updated Handbooks C1 and C2 in 2023. The supplier code of conduct now replaces the old commitment handbooks and notably strengthens the obligations relating to:

- human rights and working conditions;
- environmental protection;
- ethics;
- transparency in the value chain (control of subcontractors).



This new supplier code of conduct is available in several languages (including French, English, Italian and Portuguese), and will be adapted for distribution partners. This new code was published in early

February 2024 and is available on the Hermès Finance website.

CSR TRAINING FOR BUYERS IN CONNECTION WITH SUPPLIER SUPPORT

A catalogue of CSR training courses tailored to buyers has been available since 2018 and is updated regularly.

- The three-day "Hermès Purchasing Excellence" training, including a full day on CSR and supply chain management, was rolled out in 2020. In 2024, it benefited 24 people.
- training, rolled out in 2023 for buyers based in France, is designed to train buyers in issues arising from the duty of care and, in particular, respect for human rights within the Hermès value chain. They can then raise awareness among their suppliers and ensure that the latter fully understand and implement the commitments required by the House in this area. 26 buyers were trained in 2024.
- The Bilan Carbone (carbon assessment) training course has been available to buyers since 2022. In 2024, 31 people

- were trained, giving them a better understanding of carbon issues in the value chain, with a specific focus on reading carbon data (carbon assessment, GHG Protocol, internal grid). Suppliers are invited to share their carbon data (scopes 1, 2 and 3), which will feed detailed figures into the Group's carbon data. A campaign to raise awareness and collect carbon data through five webinar sessions in French, English and Italian was launched for Tier 1 suppliers. Work on collecting data was launched with the assistance of a firm of experts.
- A Carbon Steering Committee meets three times a year to share objectives and progress made by each métier. At the same time, a scope 3 carbon working group was set up, involving at least one representative from each métier and an external consultant. Priority will be given to building GHG emission reduction trajectories for

- key suppliers by métier. These trajectories will be supported by the introduction of a new carbon footprint measurement tool, enabling retrieval of supplier carbon footprints and management of collaborative improvement plans.
- In 2024, two awareness-raising sessions (webinar format) on supply chain issues were held for all developers. The latter are involved very early in the supplier relationship and are thus able to disseminate the CSR prerequisites and requirements in a complementary manner to buyers.
- Suppliers who so wish are also offered more in-depth training, to which Hermès contributes financially, in particular in the areas of energy and carbon, water and biodiversity, in order to continue to support them in the best possible way using a collaborative approach.



SUPPLY CHAIN ANALYSIS

For decades, the House has continued to learn more about its supply chains, to share and develop its requirements with its suppliers (often long-standing partners) and to achieve the highest quality and thus prepare for future growth.

Hermès has long had **a process for monitoring its raw materials supply chains**. Since 2019, the direct purchasing department has accelerated the process with the following ambitions:

- commit to in-depth knowledge and management of all the House's raw materials supply chains;
- address risk management commitments, in particular with regard to issues related to the duty of care;
- capture value creation opportunities for the House, local authorities and the environment;
- develop more virtuous sectors to ensure that 100% of the raw materials used to manufacture products come from sustainable and responsible supply chains.

With the support of an independent expert firm, Hermès systematically analyses its supply chains to map them, qualify traceability, assess inherent and specific risks, identify opportunities and define insurance and certification procedures. This analysis makes it possible to set up ambitious action plans managed by the métiers.

Out of 90 sectors identified, **79 had been analysed in detail by the end of 2024, covering almost all materials purchases by value**. The mapping of the Group's supply chains is considered complete, and will be enriched systematically according to the needs of the métiers and creative intentions requiring new sourcing.



These analyses of the supply chains gave rise to a supply chain brief, drawn up by the Group's direct purchasing department in collaboration with the métiers. The first version published on the Hermès Finance institutional website at the end of 2020 included around 10 supply chains. Successive updates have been carried out since 2020, in 2023 and 2024, resulting in a new version of the supply chain brief for 2025.

The supply chain brief is intended for all suppliers involved in the supply of raw materials required by Hermès. It allows Hermès to share with them its ethics and sustainable requirements and those relating to the protection of people, animals and the environment. The supply chain brief can be consulted on the Hermès Finance institutional website.

PROCESS TO ANALYSE AND DEVELOP AN ACTION PLAN BY SUPPLY CHAIN

SUPPLY CHAIN TOOLBOXES

- Supply chain **mapping**
- Identification of **risks and opportunities** and definition of **action plans**

ACTION PLAN

SUPPLY CHAIN BRIEF

- Summary of purchasing requirements of each supply chain
- Definition of a **traceability target**, **certification recommendations and objectives**



ANIMAL SUPPLY CHAINS

covered by the Group's animal welfare policy

PLANT-BASED SUPPLY CHAINS

SYNTHETIC SUPPLY CHAINS

MINERAL & METAL SUPPLY CHAINS



SUPPLY CHAIN BRIEF AND CERTIFICATION COMMITMENT (EXTRACT)

Leather LWG certification

Precious leathers IFCA certification for crocodile farms

SAOBC certification for ostrich farms

LPPS certification for lizard farms

Cashmere, wool and hair SFA certification for cashmere

On an optional basis, GOTS certification

For wools, RWS/RAS/RMS certification and the RAF Textile Exchange general framework

Feathers and down RDS certification, including the farm of birth

Mother-of-pearl and pearls ASC certifications for aquaculture farms and MSC for fishing

Silk GOTS certification for mulberry cultivation and breeding farms

Cotton Level of due diligence by country and GOTS certification

Regenerative agriculture approach - ROC standard

Linen "Master of Linen" certification

Cellulose fibres FSC-certified fibre sources + Canopy certification

Wood FSC or, alternatively, PEFC certification

Wicker and straw Organic and/or Naturland or fair trade certifications

Fibres Use of GRS-certified recycled sources for elastane, polyamide/nylon and polyester Cradle to Cradle Certification

for a wider range of materials (fibres, wood, plastics, etc.)

Rubber FSC-certified sources and PFOA Free processes

Stones RJC + COP and/or IRMA certification

Gold and silver RJC + COC certification and use of recycled materials

Steel, aluminium and brass IRMA/ICMM/ARM or ASI certification and use of recycled materials

SUPPLY CHAIN SUPPORT

In 2021, supply chain governance was put in place, with the creation of a Supply Chain Committee, which meets twice a year. This body provides an overview of the management of the supply chains. It contributes to the progress of action plans and provides arbitration on certain points.

To support this Supply Chain Committee, purchasing and supply chain networks have been set up and are managed by the direct purchasing department, in order to share with the corresponding métiers' buyers the issues common to these supply chains, notably in terms of CSR, traceability and certification.

In 2022, this governance created a network dedicated to metals & stones, as well as a network dedicated to manufacturing work, in addition to the leather and textile networks.

In 2023, new working groups were mobilised for specific families: Cotton Committee, wood, paper, cardboard and raw materials for perfumery and cosmetics working group, etc.

This entire system optimises the monitoring of the Group's supply chains, and continued to evolve in 2024 in line with priorities, in conjunction with the supply chain steering procedure.

SUPPLY CHAIN COMMITTEE - Once a year

Direct purchasing department, sustainable development department, métiers departments, legal department

Overall vision, progress of action plans, arbitration

PURCHASING NETWORK AND SUPPLY CHAINS - 3 times a year

Direct purchasing department and métier buyers

Collaborative sharing of common purchasing and supply chain issues: supplier news, purchasing volumes, quality, costs, timeframes, capacity, developments, savoir-faire, innovation, CSR, safety, traceability, monitoring, etc.

Leather Network, Textiles Network, Stones and Metals Network, Manufacturing Network, etc.

OPERATIONAL COMMITTEES - As needed, between 1 and 3 times a year Direct purchasing department and métier buyers

Further development of a specific supply chain, implementation of action plans

Cotton Committee, Cashmere Committee, calfskin, gold, diamonds.

PURCHASING BOARD - 5 times a year

Direct purchasing department, indirect purchasing department

+ Executive Committee member + métier departments in question

Review of strategic orientations and arbitration points,

review of métier risk mapping

DIRECT PURCHASING COORDINATION COMMITTEE - Quarterly

Direct purchasing department and purchasing directors

Sharing of Group purchasing policy and procedures,
métier purchasing strategies, purchasing risk mapping
by métier, etc.

CLOTHING SUPPLY CHAINS

ANIMAL SUPPLY CHAINS

leather, wool & hair, feathers, other

PLANT-BASED SUPPLY CHAINS

wood, fibres, other

SYNTHETIC & ARTIFICIAL SUPPLY CHAINS

fibres, other

MINERAL SUPPLY CHAINS

stones, other

METAL
SUPPLY CHAINS
metals, precious metals

MANAGEMENT OF SUPPLY CHAINS

In line with the supply chain analysis system and the associated governance, the Group direct purchasing department updated a procedure for managing supply chains and consolidating monitoring indicators in September 2022. This involves defining a management method adapted to the priority and risk levels, and assessing convergence towards a responsible model for each supply chain, using harmonised indicators.

A multi-criteria analysis, including the assessment of the CSR risks related to the duty of care, made it possible to establish the following categories and their monitoring methods, revised in 2024:

PRIORITY 1
SUPPLY CHAINS

Operational Committee, between one and three times a year

PRIORITY 2 SUPPLY CHAINS

Operational Committee, at least once a year

PRIORITY 3
SUPPLY CHAINS

For networks and other bodies, ad hoc working groups as necessary

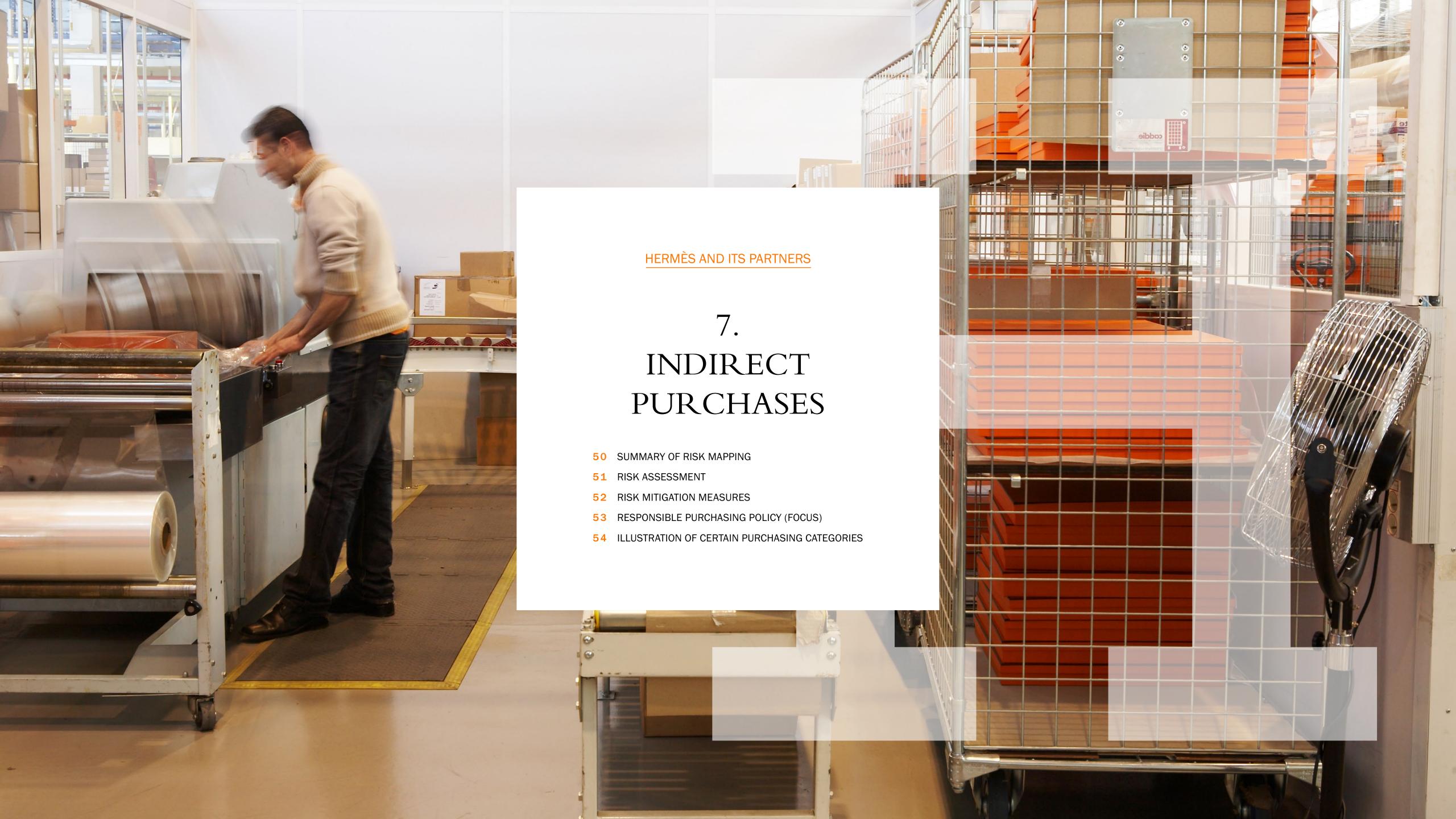
ILLUSTRATION OF THE MANAGEMENT MEASURES FOR THE GOLD AND DIAMOND PRIORITY 1 SUPPLY CHAINS:

The Hermès Jewellery division and Hermès Horloger conduct annual audits of their suppliers and subcontractors on the basis of a detailed risk analysis covering the entire value chain, extending beyond direct suppliers. This analysis covers a range of topics such as respect for human rights and working conditions, respect for the environment and the fight against corruption and money laundering.

The risk analysis results in prioritisation of supplier audits. The conclusions of the audits give rise to recommendations, an action plan and follow-up. The Jewellery division and Hermès Horloger apply the OECD guide on the responsible sourcing of minerals and its supplement for gold, and require their partners to apply this guidance. The audits carried out therefore take into account its recommendations and include control criteria relating to the absence of serious violations of human rights in the context of the extraction, transport or trading of minerals, such as the worst forms of child labour and forced labour.

No serious human rights violations as defined by the aforementioned OECD guide were noted in 2024.

In addition to the supplier audits common to the entire Hermès Group, verifications specific to the jewellery-watchmaking sector are carried out. They concern in particular the traceability of raw materials as well as the integrity of supply chains in terms of subcontracting. In the specific case of diamonds, traceability audits include verification of compliance with the Kimberley Process and the World Diamond Council System of Warranties.





SUMMARY OF INDIRECT PURCHASING RISK MAPPING

The indirect purchasing department coordinates a network of dedicated buyers in the support functions in each country and métier managers for categories such as real estate, general services, communications, IT and intellectual services.

The indirect purchasing department oversees the purchase of packaging and fixtures worldwide. This department coordinates energy, telephony, training, temporary work, translation, transport and logistics contracts in France. Depending on the countries in which the Group operates, the risks vary.

The subjects closely monitored by the Group in the scope of indirect purchases are notably:

- working conditions: hours, accommodation conditions, etc.;
- safety at work: wearing of PPE, safety on construction sites, etc.;
- workers' compensation;
- trade union rights and disciplinary practices;
- risks of discrimination;
- forced labour and modern slavery;
- child labour;
- environmental protection.

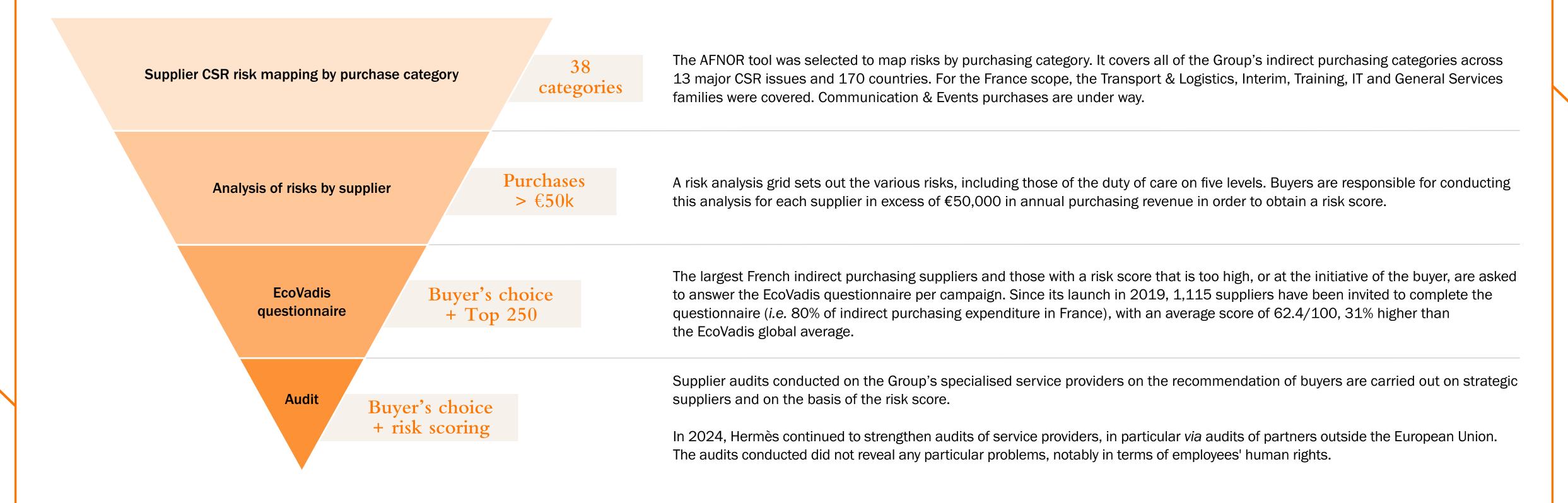
RISKS	SUPPLIERS, MANUFACTURERS AND SUBCONTRACTORS	SERVICE PROVIDERS & TRANSPORT
Human rights		
Dialogue with our employees		
Discrimination		
Living wage		
Child labour		
Forced labour		
Impact on communities		
Personal data		
Health & Safety		
Consumer safety		
Health and safety at work	See page 52	
Psychosocial risks		
Working conditions	See page 52	
Employee safety		See page 52
Environment		
GHG emissions and climate change		See page 55
Pollution and waste		
Depletion of natural resources		
Biodiversity damage		
Animal welfare		

RISK ASSESSMENT

Indirect purchases use the Group approach to supplier risk management, in accordance with the requirements of the French law on the duty of care.

They carry out:

- risk mapping;
- regular assessment procedures for suppliers and subcontractors;
- risk mitigation actions;
- monitoring to measure their effectiveness.





RISK MITIGATION MEASURES

Indirect purchases use different levers to mitigate the risks in each category of purchases. The action plans are defined, adapted and monitored locally by the buyers within the métiers or subsidiaries, on the basis of the assessments carried out in order to guarantee better efficiency.

COORDINATION OF THE BUYER NETWORK

The indirect purchasing division is responsible for leading and coordinating a network of buyers structured around several levels of expertise, with dedicated buyers in the support functions in each country and métier managers covering strategic categories such as real estate, general services, communication, IT and intellectual services.

To support this structuring, the indirect purchasing department organises the following:

- a newsletter, sent to all buyers since 2022. Punctuated by working meetings, it promotes discussion on cross-functional topics, such as the management of supplier price increase requests.
- an annual indirect purchasing day, which brings together all buyers since 2020. In 2023, this day focused on the theme of responsible purchasing, leading to the drafting of a responsible purchasing policy (covering all purchasing categories) in 2024, led by a multidisciplinary working group. In 2024, the focus was on solidarity-based purchasing, thus reinforcing the Group's commitment to more responsible consumption.

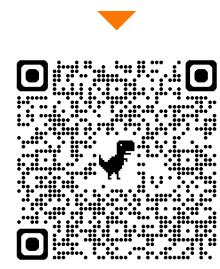
SUPPLIER COMMITMENT

In the same way as for direct suppliers, Hermès systematically requires formal commitment from its indirect suppliers and service providers through the signature of the new **supplier code of conduct**.

This code strengthens the obligations in terms of:

- human rights and working conditions;
- environmental protection;
- ethics;
- transparency in the value chain (control of subcontractors).

This new code was published in early February 2024 and is available on the Hermès Finance website.



TRAINING FOR BUYERS AND SUPPORT FOR SUPPLIERS

Buyers of the indirect purchasing department as well as the métier buyers and managers of the support functions in each country are responsible for monitoring the practices and services of their suppliers with whom they are in direct contact. To strengthen this monitoring, new purchasing managers were recruited in France, within the Group's Leather Goods division and the Tanneries division (2024), as well as in the retail subsidiaries, China (2023), Japan and the United States (2024) in order to ensure the best consistency with the standards and monitoring of the Group's commitments.

Furthermore, indirect buyers are offered the same training catalogue as direct buyers. In order to ensure a wider dissemination of best practices, these training courses are then made available online, enabling the entire network to take advantage of the lessons learned.

When a case of non-compliance is identified, it is discussed with the partner to enable them to understand why it is of major importance for Hermès. Proposals for improvement are then examined, as well as the implementation of an action plan, with a view to long-term relationships.

If this approach cannot be implemented, the subject is discussed by the Management Committee of the support function or the subsidiary concerned, and in certain cases by the Sustainable Development Committee, and relations are likely to be interrupted in accordance with the applicable internal rules and legislation.

CONTENTS (

RESPONSIBLE PURCHASING POLICY (FOCUS)



In a context of changing regulatory, environmental and societal requirements, the Group's purchasing is subject to increased attention in order to fully integrate the Group's commitments in terms of responsibility and sustainable development. These have been reaffirmed in the responsible purchasing policy published in 2024 and designed to be shared with the Group's direct and indirect suppliers.

GENERAL FRAMEWORK

In December 2024, Hermès published its responsible purchasing policy.

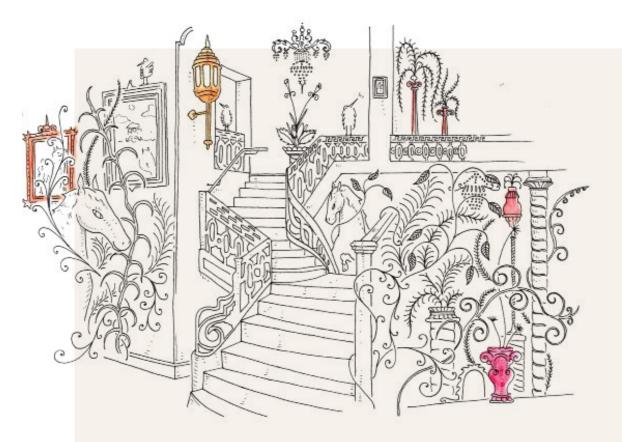
This policy aims to integrate the principles of corporate social responsibility (CSR) in all purchasing categories, in line with the Group's expectations in terms of sustainable development.

The responsible purchasing policy is designed to be operational and adapted to the realities of direct and indirect purchasing; it formalises Hermès' requirements towards its partners around four fundamental pillars:

- ethics and fundamental rights: ensuring respectful working conditions and fighting against all forms of discrimination;
- **environment**: namely reducing the ecological footprint of purchases by favouring sustainable practices;
- relationships with partners: to establish collaborations based on transparency, trust and continuous improvement;
- **purchasing locally and using the solidarity sector**: in order to promote short supply chains and support initiatives with a positive social impact.

This policy is part of Hermès' strategic framework for sustainable development, based on an in-depth analysis of impacts, risks and opportunities throughout its value chain.

In terms of governance, the direct and indirect purchasing departments are responsible for implementing these principles. They are required is to apply them within their teams and to ensure that all Hermès' partners share this same ambition in terms of responsibility and sustainable commitment.



IMPLEMENTATION

This responsible purchasing policy is applied in the purchasing departments' operational tools: calls for tenders, contracts, supplier monitoring, assessments, audits, etc.

The Group's purchasing departments support all buyers with training and tools, and manage the implementation of the policy through the organisation of decision-making and operational bodies.



Risks related to purchases are regularly assessed through updated mapping. Before any new business relationship, checks are carried out to prevent or limit these risks.

Lastly, to support its operational rollout to suppliers, the policy will be accompanied in 2025 by the dissemination of specific expectations on certain categories of indirect purchases, in order to raise the level of requirements and quality of purchases.



CONTENTS (C

ILLUSTRATION OF CERTAIN PURCHASING CATEGORIES: REAL ESTATE AND EVENTS



Every year, the Group real estate department supervises around 100 construction or renovation projects, ensuring that they comply with the highest environmental, social and societal standards.

A set of sustainable construction standards known as "Harmonie" has been in place since 2021.

Awarded "Label" status in 2022, the "Harmonie" standards ensure a level of requirement aligned with the highest real estate standards in existence.

Since 2022, Bureau Veritas has confirmed the award of Harmonie's "Label" status.

These standards cover all building types: production sites, logistics centres, stores and offices. It is based on five pillars:

- carbon footprint;
- biodiversity;
- indoor air quality;
- local sourcing;
- environmental health.

The "Harmonie" standards are constantly being updated to maintain their high specifications and

ensure they remain aligned with market standards and developments.

In 2022, a Responsible Real Estate Committee was created, composed of members of the Group's industrial, commercial, financial, human resources, sustainable development and real estate departments. This committee aims to ensure that the real estate portfolio is in line with the best environmental, social and societal performance.

In addition to setting up these standards, the real estate department strives to create a safe and ethical working environment, while ensuring the efficient completion of its projects. To this end, it ensures that its partners sign the supplier code of conduct, and that they comply with Health & Safety regulations.



The Group's communication department is in charge of organising the brand's events around the world. Teams design the events and then use production companies and agencies for their implementation.

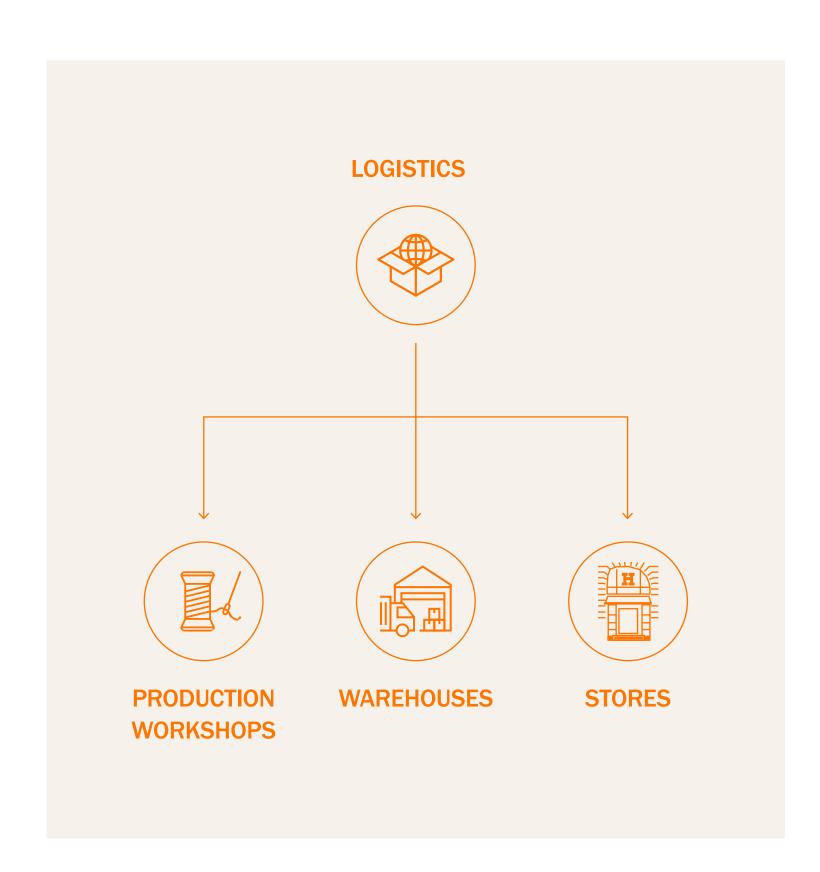
For most events, and fashion shows in particular, Hermès International's teams select and oversee artistic agencies and producers directly, ensuring that events comply strictly with the House's EHS policy. Risks are controlled, notably those relating to the distribution of workloads, safety instructions, the rights of employees and respect for the environment. A safety conditions briefing is systematically given when installation begins, and inspections are carried out. With regard to the environmental impact of events, the teams carry out eco-design work, requesting the use of recycled or recyclable materials or products, and ensuring that waste is properly

treated. More generally, the Group is involved in the FHCM (Fédération de la Haute Couture et de la Mode) working group, which examines and analyses the ecological footprint of the fashion shows.

In addition to the supplier code of conduct, which is systematically signed by service providers in charge of Group events, work is underway on the application and monitoring of the Group's requirements for all those involved in fashion shows. Particular attention is paid to working conditions and environmental protection.



ILLUSTRATION OF CERTAIN PURCHASING CATEGORIES: LOGISTICS



The Group's logistics flows are concentrated between production workshops, manufacturers, raw materials suppliers and stores, with three central warehouses in France and local warehouses for certain destinations.

In terms of working conditions, the Group is investing in the mechanisation and use of robotics at its logistics sites (whether managed directly or through a partner) in order to support the growth of its activities while reducing the arduousness of certain tasks and improving the safety and well-being at work of its employees and service providers. Regarding personal safety, the requirements applicable to outsourced logistics sites are identical to those in place within Hermès, and particular attention is paid to transport flows, notably through driver training.

In terms of climate change, product transportation accounted for less than 12% of the Group's GHG emissions (scope 3) in 2024, and is the subject of detailed analyses and operational actions to reduce its impact. The most significant actions are detailed below.

Upstream transport

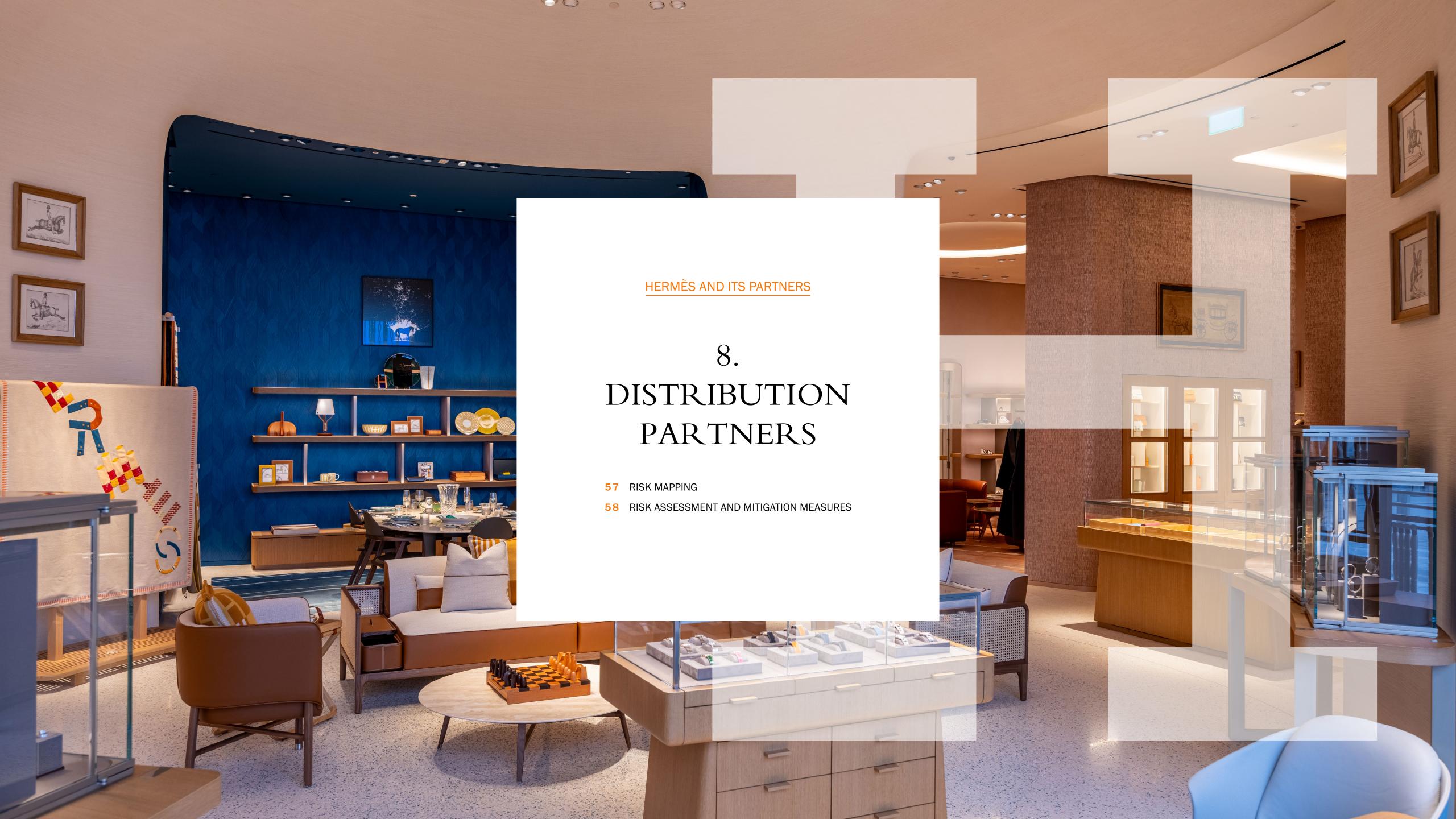
(production workshops - central warehouses):

- optimisation of loading inside trucks in order to reduce the number of vehicles used;
- organisation of grouped collections at the various production sites;
- use of low-emission vehicles (electric or hybrid) and synthetic fuel, not derived from fossil fuels, for shuttles.

Downstream transport

(central warehouses - local warehouses and stores):

- systematic consideration of a criterion related to the improvement of the carbon footprint in calls for tenders for service providers and purchases of sustainable fuels: use of NGV (natural gas for vehicles) and bioNGV for road transport, SAF (Sustainable Aviation Fuel) for air transport, SMF (Sustainable Maritime Fuel) for maritime transport;
- maritime transport is used for long-distance transport (Asia, America, Oceania), when the nature, volume and/or quantity of the items to be shipped permit it;
- use of optimally-loaded cargo planes, which have lower emissions, for non-avoidable air transport;
- shipments by road for stores in Europe, rather than by air;
- use, where possible, of low-emission vehicles (electric or biogas-powered) for local transport from nearby warehouses to city centres.





DISTRIBUTION PARTNER RISK MAPPING

Hermès also works with concessionaire partners around the world. This represents a total of 63 stores in 28 countries.

Hermès' relationships with its concessionaires are long-standing relationships based on trust acquired over many years.

The small number of recent partners concern Travel Retail stores. These are major structures, leaders in their market, whose requirements in terms of respect for human rights and fundamental freedoms, health and safety and environmental protection are in line with those of the Group.

The Group has carried out risk mapping and assessed its exposure. The nature of the activity and the presence of concessionaires in certain countries may present particular risks in terms of:

- trade union law and local disciplinary practices;
- discriminatory practices related to the culture of the country;
- stress or harassment in high-activity stores;
- employee working conditions in terms of hours and rest.

RISKS	CONCESSIONAIRES
Human rights	
Dialogue with our employees	
Discrimination	
Living wage	
Child labour	
Forced labour	
Impact on communities	
Personal data	
Health & Safety	
Consumer safety	
Health and safety at work	
Psychosocial risks	
Working conditions	
Employee safety	
Environment	
GHG emissions and climate change	
Pollution and waste	
Depletion of natural resources	
Biodiversity damage	
Animal welfare	

RISK ASSESSMENT AND MITIGATION MEASURES

The legal and commercial departments use different levers to assess and mitigate risks in the Group's concessionaire network. The action plans are defined, adapted and monitored locally by the local area directors and legal directors.

VALIDATION PROCEDURE

The concessionaires are chosen because of the values shared with Maison Hermès.

A procedure was put in place for the validation of concessionaires:

Validation by the real estate department at the time the concession is granted.

The site must meet Hermès' criteria in terms of the environment (not to harm biodiversity, not to pollute during construction, etc.), but also in terms of human rights and fundamental freedoms (e.g. compliance with social regulations).

The regional or country management must then approve the location.

3 The Group Director of Sales must finally give their approval.

CONCESSIONAIRE COMMITMENT

Each concessionaire must sign the business ethics charter, which sets out the Hermès Group's ethics, social and environmental commitments. Common to all countries, the business ethics charter presents the commitments of distribution partners in terms of respect for human rights, and the rules applicable to working conditions, environmental protection and personal data protection.

The business ethics charter will be updated in 2025.

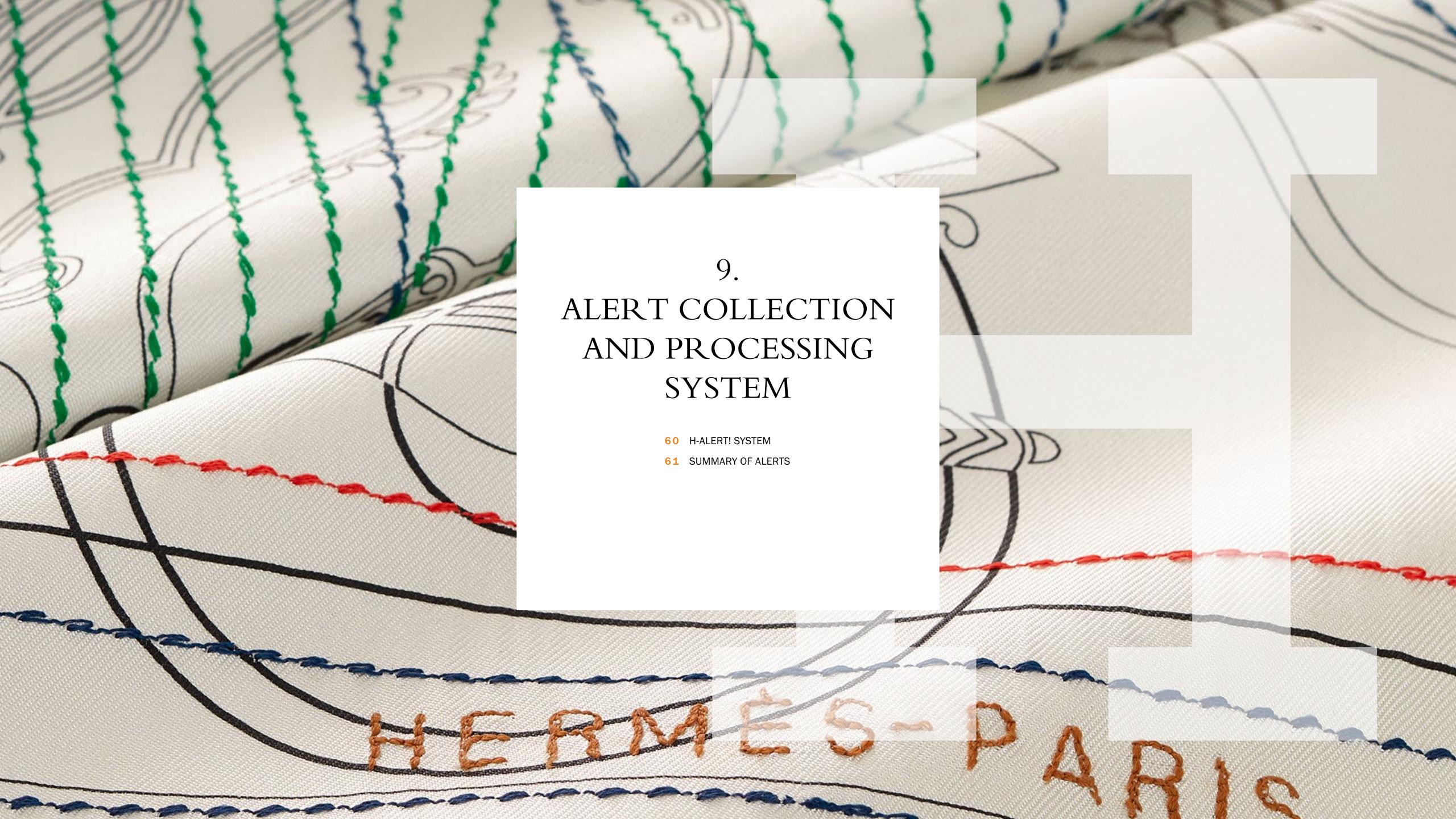
In addition, in the contracts that Hermès has its partners sign, the Group imposes a certain number of provisions on social issues, including a minimum number of employees to ensure that good working conditions are maintained.

CONCESSIONAIRE MONITORING

Retail directors and area directors carry out on-site visits, sometimes with the presence of local legal directors. The Hermès Group conducts occasional audits on the topics covered by the duty of care and on the contractual obligations of distribution partners.

Regular reviews make it possible to initiate actions as soon as an at-risk situation is detected (e.g. change of service provider). The local teams trained by the central teams remain in very regular contact.

The store projects department works on behalf of concessionaires during renovations or construction. The retail project manager visits the site once or twice a month for regular physical monitoring.





H-ALERT! SYSTEM

The Group has had a global whistleblowing system called H-Alert! since 2019. Intended for all internal and external stakeholders of the Group, the H-Alert! system enables reporting of the existence of risks to, or violations of, human rights and fundamental freedoms, and the health and safety of people or the environment resulting from the activities of the Group, its subcontractors or its suppliers.

HOW TO ISSUE AN ALERT VIA H-ALERT!?

INTERNAL ALERTS

All employees

People whose employment relationship with a Hermès entity has ended

People who applied for a job at an entity



can send their alert via

Contraction of the Ethics Committee





Secure internet platform

- open 7 days a week,24 hours a day,
- available in 21 languages.

EXTERNAL ALERTS

All external and temporary collaborators

Distributors and partners

Suppliers and service providers



can send their alert via

Usual contact at Hermès entity



ETHICS COMMITTEE • ANALYSIS - GUIDANCE - MONITORING

The Group's Ethics Committee is responsible for overseeing the H-Alert! system and notably:

- → receiving alerts (through various reporting channels);
- orienting and monitoring the processing of these alerts.

The Group's Ethics Committee is chaired by the Executive Vice-President of Governance and Organisational Development, a member of the Executive Committee, and composed of the Director of Human Resources, also a member of the Executive Committee, the Group Director of Social Development, the Group General Counsel and the Chief Compliance Officer.

SUMMARY OF ALERTS IN 2024

The author of an alert and its facilitators may not be subject to retaliation. The Hermès Group guarantees the confidentiality of information and the processing of alerts. It is also possible to issue an alert anonymously.

PROTECTION OF WHISTLEBLOWERS

A person who issues an alert and acts in good faith benefits from a protection that may vary depending on the applicable laws.

Under French law, the whistleblower may not be dismissed, sanctioned or discriminated against in any way for having reported facts in accordance with the procedure.

More generally, no retaliation may be taken against them.

PROCESSING OF ALERTS AND IMPLEMENTATION

All alerts are acknowledged within seven days. The admissibility of alerts is processed within one month of receipt. Disciplinary sanctions, which may include dismissal, may be decided at the end of an investigation and implemented against employees who have violated the Group's ethics rules.

The global H-Alert! system is monitored and continuously improved in order in particular to:

- strengthen the protection of whistleblowers;
- allow access to the H-Alert! whistleblowing platform for the Hermès Group's suppliers, service providers, distributors, intermediaries and co-contractors, as well as any other person likely to identify breaches and to alert the Group.

COMMUNICATION ABOUT THE H-ALERT! SYSTEM

In 2024, the Hermès Group continued to strengthen the communication and training of internal teams on the professional whistleblowing system, and notably on recent changes.

At the same time, the Group's "H-Alert!" ethics whistleblowing line was opened to the Group's suppliers and external stakeholders. This widening of the scope was accompanied by a specific communication campaign on this topic. In addition, a dedicated section is included to the supplier code of conduct rolled out in 2024.

MONITORING

211

alerts were received through the whistleblowing system

100%

of alerts considered admissible were processed and followed up





2024 SUMMARY

The most significant initiatives for the Group in terms of vigilance in 2024 are as follows:

GOVERNANCE

Strengthening operational management, in particular in conjunction with supply chain committees, supply chain purchasing and indirect purchasing networks



IN TERMS OF HUMAN RIGHTS

- Increased awareness and coordination of the ecosystem relating to living wage issues
- Continued strengthening of the supplier audit programme beyond Tier 1
- Reinforcement of psychosocial risk monitoring at Group level, via the 2024
 Hermès Hears survey and the rollout of an appropriate action plan



IN TERMS OF HEALTH & SAFETY

- Continued rollout of the Group Health & Safety policy and organisation of dedicated days to raise awareness among all employees
- Establishment of specific action plans following the 6th supplier audit cycle



IN TERMS OF ENVIRONMENTAL PROTECTION

- Publication of the Group's environmental policy
- Structuring of regulatory monitoring at the level of the métiers and as close as possible to local realities
- Raising awareness and supporting direct suppliers on climate and energy issues

SUPPLIER COMMITMENT

Rollout of the supplier code of conduct

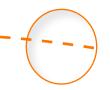
WHISTLEBLOWING SYSTEM

Communication with the Group's suppliers and partners concerning access to the "H-Alert!" platform



OUTLOOK

In 2025, Hermès will continue to strengthen the vigilance programme by carrying out the following actions:



IN TERMS OF REGULATORY CHANGES

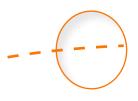


The Group has published its autonomous vigilance plan for the third time, illustrating its continuous improvement approach.

In 2025, this dynamic will be strengthened in order to integrate any regulatory changes in a structured and consistent manner.

Hermès will continue to actively monitor new European and international regulations.

Compliance with these environmental, social and governance requirements will be approached in a proactive manner, while ensuring the Group remains agile in the face of future changes.



IN TERMS OF MONITORING METHODOLOGY AND TOOLS



Hermès will continue to develop assessment and control tools and methodologies adapted to the needs of the Group's players, in order to better structure its management while facilitating the appropriation of the new requirements by all teams.

These methodological tools and support will target in particular the value chain and partners, where the challenges of supporting climate and social change are paramount.

Hermès will continue to support all its partners and raise their awareness of ethical and social issues in particular *via* the rollout of the supplier code of conduct, the continued provision of training on human rights for buyers and communication about the whistleblowing system.

ACKNOWLEDGEMENTS

The Hermès Group would like to thank all the people who took part in the development of this vigilance plan:

all internal contributors

for their involvement in the development of this plan

internal and external stakeholders

for sharing their vision

the Compliance and Vigilance Committee team

for its management and monitoring

the Group's sustainable development department

for their advice and contributions

all service providers

for their contributions

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