

HERMÈS

INTERNATIONAL

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SOCIÉTÉ HOLDING DU GROUPE HERMÈS, STÉ EN COMMANDITE PAR ACTIONS AU CAPITAL DE 56 386 171,71 EUROS - 572 076 396 RCS PARIS



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GENDER EQUALITY INDEX

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

In 2025, the weighted average of the global index is: 94/100

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

HERMES INTERNATIONAL : 99/100

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

HERMES SELLIER : 98/100

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

MANUFACTURES D'Auvergne : 89/100

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

MAROQUINERIE DE SAINT ANTOINE : 98/100

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

LES MANUFACTURES DE FRANCHE COMTE : 88/100

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

LA MAROQUINERIE DU SUD-OUEST : 94/100

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

MAROQUINERIE DES ARDENNES : 84/100

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

LES MAROQUINERIES DES ALPES : 94/100

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

MAROQUINERIE DE NORMANDIE : 83/100

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

MAROQUINERIE DE MONTEREAU : 89/100

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

MAROQUINERIE DE GUYENNE : 82/100

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

MAROQUINERIE THIERRY : 93/100

1. Pay gap : 38/40
2. Difference in individual salary increase rates 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 5/10

TANNERIE DE VIVOIN : 94/100

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

TANNERIE DE MONTEREAU : 99/100

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

TANNERIE DU PUY : 90/100

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

CIE DES CRISTALLERIES DE SAINT LOUIS : 87/100

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

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

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

HOLDING TEXTILE HERMES : 91/100 *

1. Pay gap : 31/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

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

ATELIERS AS : 91/100

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

CREATION JMC : 66/100*

1. Pay gap : 31/40
2. Difference in individual salary increase rates: 25/35
3. Number of employees of the under-represented gender among the 10 highest salaries: 0/10

* In accordance with points 5.1 of Annexes I and II to French Decree 2019-15 of 8 January 2019, since indicator 4 is not computable, the total number of points obtained was calculated as a ratio to 100 by applying the proportionality rule

HERMES PARFUMS : 98/100

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

HMM : 94/100

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

HMM - FABRIQUE DE ROYE : 98/100*

1. Pay gap : 38/40
2. Difference in individual salary increase rates: 35/35
3. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

* In accordance with points 5.1 of Annexes I and II to French Decree 2019-15 of 8 January 2019, since indicator 4 is not computable, the total number of points obtained was calculated as a ratio to 100 by applying the proportionality rule

HMM – POLE ILE DE France : 94/100

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

HMM – POLE FRANCHE COMTE : 91/100

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

BEYRAND : 94/100

1. Pay gap : 34/40
2. Difference in individual salary increase rates: 35/35
3. Percentage of employees given a salary increase on return from maternity leave: 15/15
4. Number of employees of the under-represented gender among the 10 highest salaries: 10/10

At the group level, the representation of women and men within the governing bodies for the year 2025 is as follows:

- Women: 58% of governing body members
- Men: 42% of governing body members.