

2.9 REPORT OF ONE OF THE STATUTORY AUDITORS, APPOINTED AS INDEPENDENT THIRD PARTY, ON THE VERIFICATION OF THE CONSOLIDATED NON-FINANCIAL STATEMENT

For the year ended 31 December 2022

This is a free translation into English of the Statutory Auditor's report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

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To Hermès International's general assembly,

In our capacity as Statutory Auditor of the company Hermès International (hereinafter the "Entity"), appointed as independent third party ("third party") and accredited by the French Accreditation Committee (Cofrac), (Cofrac Inspection Accreditation, n°3-1862, scope available at www.cofrac.fr), we have undertaken a limited assurance engagement on the historical information (observed or extrapolated) in the consolidated non-financial statement, prepared in accordance with the Entity's procedures (hereinafter the "Guidelines"), for the year ended December 31, 2022 (hereinafter the "Information" and the "Statement", respectively), presented in the group management report pursuant to the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*code de commerce*).

CONCLUSION

Based on the procedures we have performed as described under the "Nature and scope of procedures" and the evidence we have obtained, nothing has come to our attention that cause us to believe that the consolidated non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines.

PREPARATION OF THE NON-FINANCIAL INFORMATION STATEMENT

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarised in the Statement and available on request from the entity's head office.

INHERENT LIMITATIONS IN PREPARING THE INFORMATION

The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

RESPONSIBILITY OF THE ENTITY

Management is responsible for:

- ♦ selecting or establishing suitable criteria for preparing the Information;
- ♦ preparing a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators and the information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy);
- ♦ preparing the Statement by applying the Entity's "Guidelines" as referred above; and
- ♦ implementing internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by the entity's Management.

RESPONSIBILITY OF THE STATUTORY AUDITOR APPOINTED AS INDEPENDENT THIRD PARTY

Based on our work, our responsibility is to express a limited assurance conclusion on:

- ◆ the compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
- ◆ the fairness of the information provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of policies, including key performance indicators, and measures relating to the main risks, hereinafter the “Information.”

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

It is not our responsibility to report on:

- ◆ the Entity’s compliance with other applicable legal and regulatory provisions (particularly with regard to the information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy), the French duty of care law and against corruption and tax evasion);
- ◆ the fairness of information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy);
- ◆ the compliance of products and services with the applicable regulations.

APPLICABLE REGULATORY PROVISIONS AND PROFESSIONAL GUIDANCE

We performed the work described below in accordance with Articles A. 225-1 et seq. of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagement, in particular the professional guidance issued by the Compagnie Nationale des Commissaires aux Comptes, *Intervention du commissaire aux comptes – Intervention de l’OTI – déclaration de performance extra-financière*, and acting as the verification programme and with the international standard ISAE 3000 (revised) - *Assurance engagements other than audits or reviews of historical financial information*.

INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the provisions of Article L. 822-11 of the French Commercial Code and French Code of Ethics for Statutory Auditors (*Code de déontologie*) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement.

MEANS AND RESOURCES

Our work engaged the skills of 7 people between October 2022 and March 2023 and took a total of 21 weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted 15 interviews with people responsible for preparing the Statement, representing in particular the Industrial Affairs Department, the Construction Development Department, the Group Human Resources Department and the Sustainable Development Department.

NATURE AND SCOPE OF PROCEDURES

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information, we:

- ◆ obtained an understanding of all the consolidated entities’ activities and the description of the main risks associated;
- ◆ assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector;
- ◆ verified that the Statement includes each category of social and environmental information set out in article L. 225 102 1 III as well as information regarding compliance with human rights and anti corruption and tax avoidance legislation;
- ◆ verified that the Statement provides the information required under Article R.225-105 II of the French Commercial Code where relevant with respect to the main risks, and includes, where applicable, an explanation for the absence of the information required under Article L.225-102-1 III, paragraph 2 of the French Commercial Code;
- ◆ verified that the Statement presents the business model and a description of the main risks associated with of all the consolidated entities’ activities, including where relevant and proportionate, the risks associated with its business relationships, its products or services, as well as its policies, measures and the outcomes thereof, including key performance indicators associated to the main risks;

- ◆ referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented, and
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix 1; concerning social and societal risks, our work was carried out on the consolidating entity, for other risks, our work was carried out on the consolidating entity and on a selection of sites:
 - Direction of Industrial Affairs:
 - Compagnie des Cristalleries de SAINT-LOUIS (Métier Cristal);
 - Comptoir nouveau de la Parfumerie (Métier Parfum et Beauté);
 - SIEGL (Textile);
 - Atelier AS (Textile);
 - J3LP (Metal pieces);
 - Tanneries d'Annonay (Leather);
 - Maroquinerie de Sayat (Leather);
 - Logistique Bobigny (Logistics);
 - Marpu Croc Farm (Farm);
 - Pinnacle Alligator Farm (Farm).
 - Construction Development Department:
 - Frankfort (Germany);
 - Hamburg (Germany);
 - Munich (Germany);
 - Deauville (France);
 - Paris – Sèvres (France);
 - Londres – Sloane Street – Cadogan Place (UK);
 - Beverly hills (USA);
 - Chicago (USA);
 - Dallas (USA);
 - Houston (USA);
 - New York Madison 691 (USA);
 - New York Meatpacking (USA);
 - San Francisco (USA);
 - Washington DC (USA);
 - Ningbo – Heyi Av Shopping Center (China);
 - Wuhan – International Plaza (China);
 - Milan – Via Monte Napoleone (Italy);
 - Liat Towers (Singapore);
 - Tokyo – Ginza Maison H (Japan).
 - Direction of Human Resources:
 - Hermès Australia;
 - Hermès Korea;
 - Les Manufactures de Franche Comté;
 - Maroquinerie de Sayat;
 - Maroquinerie des Ardennes;
 - Hermès GB;
 - Hermès GmbH;

- Hermès Italie;
- Hermès China;
- Hermès China Trading Co Ltd;
- Compagnie des Cuirs précieux;
- Tannerie d'Annonay;
- Tannerie de Montereau;
- Tannerie de Vivoin;
- Tannerie du Puy;
- Hermès International;
- Hermès Maroquinerie Sellerie – Services centraux, PB & Ateliers;
- La Montre Hermès;
- Les Ateliers d'Hermès Horloger;
- ATBC;
- Atelier AS;
- Holding Textile Hermès;
- SIEGL;
- Société Novatrice de Confection;
- Goulard;
- J3L;
- J3LP;
- Julea;
- Lasco;
- Polissage Brun;
- SCAP;
- Hermès Japon;
- Beyrand;
- Compagnie des arts de la table et de l'émail;
- Cristalleries de Saint-Louis;
- Hermès Maison.

- ◆ verified that the Statement covers the consolidated scope, i.e. all the entities within the consolidation scope in accordance with Article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- ◆ obtained an understanding of internal control and risk management procedures the Entity has implemented and assessed the data collection process aimed at ensuring the completeness and fairness of the Information;
- ◆ for the key performance indicators and other quantitative outcomes that we considered to be the most important presented in Appendix, implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
 - tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out on a selection of contributing sites, cited above, covers between 20% and 67% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;

- assessed the overall consistency of the Statement in relation to our knowledge of all the consolidated entities.

The procedures performed in a limited assurance review are less in extent than for a reasonable assurance opinion in accordance with the professional guidelines of the French National Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes); a higher level of assurance would have required us to carry out more extensive procedures.

Neuilly-sur-Seine, 8 March 2023

One of the Statutory Auditors
PricewaterhouseCoopers Audit

Amélie Wattel
Partner

Sylvain Lambert
Sustainable Development Partner

APPENDIX: LIST OF THE INFORMATION WE CONSIDERED MOST IMPORTANT

Selection of qualitative and quantitative information:

Main risks or opportunities identified	Sections of the management report presenting the associated policies, actions and results reviewed in the context of our work
Teams	Chapter 2.2 <i>Including the results and KPIs:</i> <ul style="list-style-type: none"> ◆ Total workforce and breakdown* ◆ Number of dismissals* ◆ Workplace accidents, Frequency rate, Severity rate* ◆ Number of deadly work-related accidents ◆ Number of occupational illnesses* ◆ Absenteeism rate in France* ◆ Number of diversity trainings provided to managers ◆ Share of headcount responding to the Satin survey ◆ Number of social dialogue agreements signed in France in 2022
Savoir-Faire	Chapter 2.3 <i>Including the results and KPIs:</i> <ul style="list-style-type: none"> ◆ Number of training hours* ◆ Number of people trained on sustainability ◆ Number of candidates for the CAP Maroquinier ◆ Number of meetings with students ◆ Average seniority
Materials	Chapter 2.4 <i>Including the results and KPIs:</i> <ul style="list-style-type: none"> ◆ Evolution of the overall tonnage of industrial waste* ◆ Number of repair operations ◆ Amount of manufacturing waste recycled ◆ Evolution of leather dead stock ◆ Share of sites carrying out a biodiversity diagnosis ◆ Share of crocodile skins ICFA certified
Environment	Chapter 2.5 <i>Including the results and KPIs:</i> <ul style="list-style-type: none"> ◆ Total water consumption of industrial sites and farms* ◆ Total gas consumption of industrial sites and farms* ◆ Electricity consumption for industrial sites and farms* and for stores and offices ◆ Fuel consumption for industrial sites and farms* ◆ Renewable energy consumption for industrial sites and farms* ◆ Total energy consumption for industrial sites and farms* ◆ Weight of Ordinary Industrial Waste (OIW) for industrial sites and farms* ◆ Weight of Hazardous Industrial Waste (HIW) for industrial sites and farms* ◆ Scope 1 and scope 2 carbon emissions for industrial site and farms* ◆ Scope 3 carbon emissions ◆ Evolution of GhG emissions ◆ Reduction in water consumption ◆ Growth in waste production
Stakeholders and transparency	Chapter 2.7 <i>Including the results and KPIs:</i> <ul style="list-style-type: none"> ◆ Number of participants to the materiality survey ◆ Average seniority of supplier relationships ◆ Number of EcoVadis assessed suppliers ◆ Number of people trained on carbon footprint ◆ Share of French suppliers contributing to the development of local economies ◆ Share of labour time allocated to employees on integration programs ◆ Number of philanthropic actions carried out in France ◆ Number of trees planted through the Livelihoods scheme ◆ Number of people trained on anti-corruption ◆ Number of projects following the ISP procedure ◆ Number of meetings of the Ethics Committee

Qualitative Information (actions and results):

- ◆ New major philanthropic networking programme: "Sur les ailes d'Hermès";
- ◆ New trade union organisation (UNSA) in France;
- ◆ Ranking in the Financial Times European Diversity and Inclusion Ranking 2022;
- ◆ Schools in which Hermès was involved in 2022;
- ◆ Annual employer brand communication campaign;
- ◆ Training strategy;
- ◆ Circularity workshop led by Hermès Commercial;
- ◆ LWG Silver level certification of the Cuneo tannery;
- ◆ Bronze LWG certification for the Vivoin tannery;
- ◆ A- rating for CDP Climate Change and A rating for CDP Water Security;
- ◆ Membership of the B4B+ Club to test the GBS (Global Biodiversity Score);
- ◆ Validation of compliance of discharges with the prefectural decree for the AEI site;
- ◆ Sponsorship partnerships for a class of Entrepreneurs winners;
- ◆ Addition of circularity and traceability topics to the CSR brief;
- ◆ CSR self-assessment questionnaire for suppliers;
- ◆ Vigilance plan.

2.10 REASONABLE ASSURANCE REPORT FROM ONE OF THE STATUTORY AUDITORS ON THE IDENTIFIED SUSTAINABILITY INFORMATION OF HERMÈS INTERNATIONAL'S NON-FINANCIAL PERFORMANCE STATEMENT AS AT/ FOR THE YEAR ENDED DECEMBER 31ST, 2022

To the General Assembly of Hermès International,

In our capacity as Statutory Auditor of Hermès International (hereinafter the "Company") and in accordance with your request, we have undertaken a reasonable assurance engagement on the selected key sustainability performance indicators as at/for the year ended December 31st, 2022 (the "Identified Sustainability Information") presented below and included in the document Extra-financial Performance Declaration presented in the 2022 Universal Registration Document (hereinafter "URD 2022"):

- ◆ KPI 1 - [Group Headcount]
- ◆ KPI 2 - [Number of training hours worldwide]
- ◆ KPI 3 - [Absenteeism rate France]
- ◆ KPI 4 - [Severity rate worldwide]
- ◆ KPI 5 - [Number of occupational illnesses worldwide]
- ◆ KPI 6 - [Total energy consumption of industrial sites and livestock farms]
- ◆ KPI 7 - [Total water consumption of industrial sites and livestock farms]
- ◆ KPI 8 - [Consumption of renewable energy of industrial sites and livestock farms]
- ◆ KPI 10 - [Change in overall tonnage of industrial waste]
- ◆ KPI 11 - [Mass of non-hazardous waste and hazardous waste for industrial sites and livestock farms]
- ◆ KPI 12 - [Scope 1 carbon dioxide emissions for industrial sites and livestock farms location-based and market-based]
- ◆ KPI 13 - [Scope 3 carbon dioxide emissions location-based and market-based]

Our assurance does not extend to information in respect of earlier periods or to any other information included in the 2022 URD.

Our Reasonable Assurance Opinion

In our opinion, the Identified Sustainability Information set out in the 2022 URD presented in Chapter 2 for the year ended December 31st, 2022 is prepared, in all material respects, in accordance with the 2022 reporting protocols of the Industrial Affairs and Human Resources Directions composed of i. a reporting procedure, ii. a glossary and iii. additional information embedded in the internal reporting tools as for the year ended December 31st, 2022.

We do not express an assurance opinion on information in respect of earlier periods or on any other information included in the 2022 URD.

Understanding how Hermès International has Prepared the Identified Sustainability Information

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure Identified Sustainability Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Identified Sustainability Information needs to be read and understood together with the reporting framework defined by the Company in the 2022 reporting protocols of the Industrial Affairs and Human Resources Directions composed of i. a reporting procedure, ii. a glossary and iii. additional information embedded in the internal reporting tools, available at the Company's headquarter on request set out in the methodological note of Chapter 2 of the 2022 URD as for the year ended December 31st, 2022, which Hermès International has used to prepare the Identified Sustainability Information.

Inherent Limitations in Preparing the Identified Sustainability Information

As indicated in Chapter 2 of the 2022 URD, the Identified Sustainability Information may be subject to inherent uncertainty because of incomplete scientific and economic knowledge and the quality of external data used. Moreover, some information is sensitive to the choice of methodology and the assumptions and/or estimates used for its preparation and presented in the company's reporting protocols.

In addition, greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Hermès International's Responsibilities

Management of the Company is responsible for:

- ◆ selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable law and regulations related to reporting the Identified Sustainability Information;
- ◆ the preparation of the Identified Sustainability Information in accordance with the Reporting Criteria;
- ◆ designing, implementing and maintaining internal control over information relevant to the preparation of the Identified Sustainability Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

- ◆ planning and performing the engagement to obtain reasonable assurance about whether the Identified Sustainability Information is free from material misstatement, whether due to fraud or error;
- ◆ forming an independent opinion, based on the evidence we have obtained; and
- ◆ reporting our opinion to the Head of the Company.

As we are engaged to form an independent opinion on the Identified Sustainability Information as prepared by management, we are not permitted to be involved in the preparation of the Identified Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed our reasonable assurance engagement in accordance with the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagement and the International Standard on Assurance Engagements 3000 (Revised), and, in respect of greenhouse gas emissions included in the Identified sustainability information, in accordance with the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the French Code of Ethics for Statutory Auditors (Code de Déontologie) as well as the provisions set forth in Article L.822-11 of the French Commercial Code (Code de Commerce) and the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team with experience in sustainability reporting and assurance.

Summary of the Work we Performed as the Basis for our Assurance Opinion

A reasonable assurance engagement involves performing procedures to obtain evidence about the Identified Sustainability Information. The nature, timing and extent of procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error, in the Identified Sustainability Information. In making those risk assessments, we considered internal control relevant to the Company's preparation of the Identified Sustainability Information. A reasonable assurance engagement also includes:

- ◆ evaluating the suitability in the circumstances of the Company's use of the Reporting Criteria;
- ◆ evaluating the appropriateness of measurement and evaluation methods, reporting policies used and the reasonableness of estimates made by the Company; and
- ◆ evaluating the disclosures in, and overall presentation of, the Identified Sustainability Information.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Neuilly-sur-Seine, 8 March 2023

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