

## **21<sup>st</sup> November 2013 Release**

### **PATRICK THOMAS'S SUPPLEMENTARY REMUNERATION IN 2013**

At its meeting of 19<sup>th</sup> November 2013, the Management Board of Emile Hermès SARL decided to pay to Mr Patrick Thomas the following supplementary remuneration in 2013:

- *A gross pay supplement payable by virtue of the Company's Articles of Association amounting to €39,779,*
- *An additional gross pay supplement of €347,021.*

At the Supervisory Board meeting held on 20<sup>th</sup> November 2013, the Compensation, Appointments and Governance Committee declared that it had ascertained that this remuneration was compliant with the provisions of the Company's Articles of Association and with the decisions taken by the company's Active partner.

### **PATRICK THOMAS'S NON-COMPETE INDEMNITY**

At its meeting of 19<sup>th</sup> November 2013, the Management Board of Emile Hermès SARL decided to pay Mr Patrick Thomas a fixed annual indemnity of €66,300 during each of the years 2014, 2015, 2016 and 2017 on the score of his being bound by a non-compete obligation for ten years.

This non-compete undertaking was approved by the Supervisory Board at a meeting held on 20<sup>th</sup> November 2013 on the score of related-party agreements.

The Company's governance practices and all the elements constituting the remuneration of the Executive chairmen are detailed and expanded on in the company's *2012 Reference Document* and in the releases published on the <http://finance.hermes.com> website.