

## 7 June 2013 Press Release

**In compliance with the AFEP / MEDEF Corporate governance code, HERMES INTERNATIONAL informs the public of all potential or existing compensation elements for the new manager, Mr Axel DUMAS.**

### • COMPENSATION AND BENEFITS IN KIND

#### *2013 compensation and benefits in kind*

During its meeting on 31 May 2013, the Management board of the Emile Hermès SARL company decided that the 2013 compensation of Mr Axel DUMAS (appointed co-manager as of 5 June 2013) would consist of:

- *gross statutory compensation* of €431,250 from 5 June to 31 December 2013,
- *gross additional compensation* of €431,250 from 5 June to 31 December 2013.

The only benefit in kind provided to Mr Axel DUMAS is a company car.

During the supervisory board meeting on 4 June 2013, the compensation, appointments and governance committee declared that it had ensured that the compensation of the managers was compliant with the provisions of the company's articles of incorporation and the decisions of its general partner.

### • OTHER COMPENSATION ELEMENTS

#### *Retirement plan*

Mr Axel DUMAS is eligible for the additional retirement plan set up in 1991 for the benefit of the company's senior managers. The annuity from this additional retirement plan is capped at 8 times the social security ceiling.

Mr Axel DUMAS is also entitled to the defined contribution supplementary retirement plan set up for the benefit of all employees of the Group's French companies. The maximum annuity, including the payments from the basic, additional and supplementary plans can under no circumstances exceed 70% of the last compensation (statutory compensation and additional compensation).

The retirement regulations include, as an imperative condition for benefiting from the plan, the definitive end of the professional career within the company and the payment of the retirement benefits under the basic Social security plan.

#### *Deferred compensation commitments*

The company has made a commitment to Mr Axel DUMAS for an indemnity equal to 24 months of his overall compensation (statutory compensation and additional compensation) in the event of the cessation of his duties as manager. This commitment, conditional upon certain cessation reasons, is contingent upon the realisation of performance conditions.

This commitment was decided upon by the Supervisory Board during its meeting on 4 June 2013 and will be the subject of a resolution during the next general meeting pursuant to article L. 225-40 of the Commercial code.

#### *Stock options - Allocation of bonus shares*

None

### *Employment contract*

In order to fully comply with the AFEP/MEDEF corporate governance code, Mr. Axel DUMAS has decided to immediately waive his employment contract upon his appointment as manager of Hermès International, effective from 5 June 2013.

The Company's governance practices and all of the elements comprising the compensation of the other managers are explained in detail in the company's *2012 Reference Document*, and in the press releases published on the website [www.hermès.international.com](http://www.hermès.international.com).