## SEC Form 4

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## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

| OMB APPR              | OVAL      |
|-----------------------|-----------|
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| Check this box if no longer subject to |
|--|
| Section 16. Form 4 or Form 5           |
| obligations may continue. See          |
| Instruction 1(b).                      |

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| 1. Name and Address of Reporting Person*<br>Parisi Samuel Joseph |  |       |                                       |  | uer Name <b>and</b> Ticke<br>ermes plc. [ A  |  | ding S          | ymbol  |   | 5. Relationship of Reporting Person(s) to Issuer<br>(Check all applicable)<br>Director 10% Owner |   |   |   |  |  |
|--|--|-------|---------------------------------------|--|--|--|-----------------|--|---|--|---|---|---|--|--|
|  |  |       |                                       |  | te of Earliest Transa  | -  | onth/[          | Dav/Year)  | x   | Director<br>Officer (give title  | Other   | (specify  |   |  |  |
| (Last)<br>900 WI   | (Last) (First) (Middle)<br>900 WINTER STREET |       |                                       |  | 2/2024   |  |                 |  |   | VP, Finance (Interim PAO)  |   |   |   |  |  |
|  |  |       |                                       | 4. lf A  | mendment, Date of  | Original   | Filed           | (Month/Day/  |   | 6. Individual or Joint/Group Filing (Check Applicable Line)                                      |   |   |   |  |  |
| (Street)<br>WALTH  | THAM MA 02451                                |       |                                       |  |  |  |                 |  | X   | X Form filed by One Reporting Person<br>Form filed by More than One Reporting<br>Person          |   |   |   |  |  |
| (City)   | (Sta   | Rul   | Rule 10b5-1(c) Transaction Indication |  |  |  |                 |  |   |  |   |   |   |  |  |
|  |  |       |                                       |  | Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10. |  |                 |  |   |  |   |   |   |  |  |
|  |  | Tabl  | o I - Non-                            | Derivativa   |  |  |                 |  |   |  |   |   |   |  |  |
|  |  |       | e i - Noli-                           | Derivative a   | Securities Acq   | uired,   | Dis             | posed of,  | or Ben  | eficially  | y Owned   |   |   |  |  |
| 1. Title of  | Security (Instr                              |       | 2                                     | Derivative 3<br>2. Transaction<br>Date<br>Month/Day/Year)                              | 2A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year)  | 3.<br>Transad<br>Code (I<br>8)                   | ction           | 4. Securities<br>Disposed Of<br>5)   | Acquired  | (A) or   | 5. Amount of<br>Securities<br>Beneficially<br>Owned Following   | 6. Ownership<br>Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4) | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership |  |  |
| 1. Title of  | Security (Instr                              |       | 2                                     | 2. Transaction<br>Date   | 2A. Deemed<br>Execution Date,<br>if any  | 3.<br>Transa<br>Code (I                          | ction           | 4. Securities<br>Disposed Of   | Acquired  | (A) or   | 5. Amount of<br>Securities<br>Beneficially  | Form: Direct<br>(D) or Indirect                                   | of Indirect<br>Beneficial                           |  |  |
| 1. Title of<br>Ordinary  |  |       | 2                                     | 2. Transaction<br>Date   | 2A. Deemed<br>Execution Date,<br>if any  | 3.<br>Transac<br>Code (I<br>8)                   | ction<br>Instr. | 4. Securities<br>Disposed Of<br>5)   | Acquired<br>f (D) (Instr                                      | (A) or<br>3, 4 and   | 5. Amount of<br>Securities<br>Beneficially<br>Owned Following<br>Reported<br>Transaction(s)                                       | Form: Direct<br>(D) or Indirect                                   | of Indirect<br>Beneficial<br>Ownership              |  |  |
|  | Shares                                       |       | 2                                     | 2. Transaction<br>Date<br>Month/Day/Year)  | 2A. Deemed<br>Execution Date,<br>if any  | 3.<br>Transac<br>Code (I<br>8)<br>Code           | ction<br>Instr. | 4. Securities<br>Disposed Of<br>5)<br>Amount                               | Acquired<br>f (D) (Instr<br>(A) or<br>(D)                     | (A) or<br>3, 4 and<br>Price  | 5. Amount of<br>Securities<br>Beneficially<br>Owned Following<br>Reported<br>Transaction(s)<br>(Instr. 3 and 4)<br>9,573          | Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4)                 | of Indirect<br>Beneficial<br>Ownership              |  |  |
| Ordinary   | Shares                                       | r. 3) | able II - D                           | 2. Transaction<br>Date<br>Month/Day/Year)<br>02/22/2024<br>02/22/2024<br>Derivative Se | 2A. Deemed<br>Execution Date,<br>if any  | 3.<br>Transac<br>Code (I<br>8)<br>Code<br>M<br>F | v<br>v          | 4. Securities<br>Disposed Of<br>5)<br>Amount<br>3,114<br>908<br>osed of, o | Acquired<br>f (D) (Instr<br>(A) or<br>(D)<br>A<br>D<br>r Bene | (A) or<br>3, 4 and<br>Price<br>(1)<br>\$28.91  | 5. Amount of<br>Securities<br>Beneficially<br>Owned Following<br>Reported<br>Transaction(s)<br>(Instr. 3 and 4)<br>9,573<br>8,665 | Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4)                 | of Indirect<br>Beneficial<br>Ownership              |  |  |

| Derivative<br>Security<br>(Instr. 3) | Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | Date<br>(Month/Day/Year) | Execution Date,<br>if any<br>(Month/Day/Year) | Transa<br>Code (<br>8) |   | Sec<br>Acq<br>(A)<br>Disp<br>of (I | oosed<br>D)<br>tr. 3, 4 | Expiration Da<br>(Month/Day/Y |                    | Amount o<br>Securities<br>Underlyin<br>Derivative<br>(Instr. 3 an | g<br>Security                          | Derivative<br>Security<br>(Instr. 5) | derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s)<br>(Instr. 4) | Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|--------------------------------------|---|--------------------------|---|------------------------|---|------------------------------------|-------------------------|-------------------------------|--------------------|---|--|--------------------------------------|--|---|--|
|                                      |   |                          |   | Code                   | v | (A)                                | (D)                     | Date<br>Exercisable           | Expiration<br>Date | Title   | Amount<br>or<br>Number<br>of<br>Shares |                                      |  |   |  |
| Restricted<br>Stock Unit<br>Award    | (1)   | 02/22/2024               |   | М                      |   |                                    | 3,114                   | (2)                           | (2)                | Ordinary<br>Shares  | 3,114                                  | (1)                                  | 3,114  | D   |  |

Explanation of Responses:

1. Each restricted stock unit represents a contingent right to receive one ordinary share.

2. Shares subject to the restricted stock unit award vest in four equal annual installments, commencing on 2/22/2022.

## <u>/s/ Jeffrey Geary, attorney-in-</u> <u>fact for Samuel Joseph Parisi</u> <u>02/23/2024</u>

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

 $^{*}$  If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.