

## **INTER PARFUMS, INC. BOARD DIVERSITY POLICY**

### **PURPOSE**

This Board Diversity Policy (the "Policy") is intended to set out a framework to promote diversity on the Board of Directors (the "Board") of Inter Parfums, Inc. ("Inter Parfums").

### **POLICY STATEMENT**

The Board recognizes that diversity among its directors will support balanced decision making and debate which, in turn, will enhance decision making by the Board by utilizing the difference in perspective of the members of the Board. The Nominating Committee recommends director candidates for election to the Board and annually evaluates the overall performance of the Board. The selection of candidates for appointment to the Board will be based on merit. Within that overriding emphasis on merit, the Nominating Committee shall seek to fill Board vacancies by considering candidates that bring a diversity of background and industry or related expertise and experience to the Board. The Nominating Committee's considerations shall include achieving an appropriate level of diversity having regard to factors such as skills, business and other experience, education, gender, age, ethnicity and geographic location.

### **MEASURABLE OBJECTIVES**

In reviewing the composition of the Board, the Nominating Committee will consider the benefits of diversity in order to maintain an optimum mix of skills, knowledge and experience on the Board. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

### **MONITORING AND REPORTING**

The Nominating Committee will monitor the implementation of this Policy and report to the Board on the achievement of the measurable objectives for promoting diversity described herein.

### **REVIEW OF THE POLICY**

The Nominating Committee will review this Policy from time to time as necessary, and make recommendations on any required changes to the Board for consideration and approval.

This Policy was last approved by the Board of Directors on January 26, 2018.