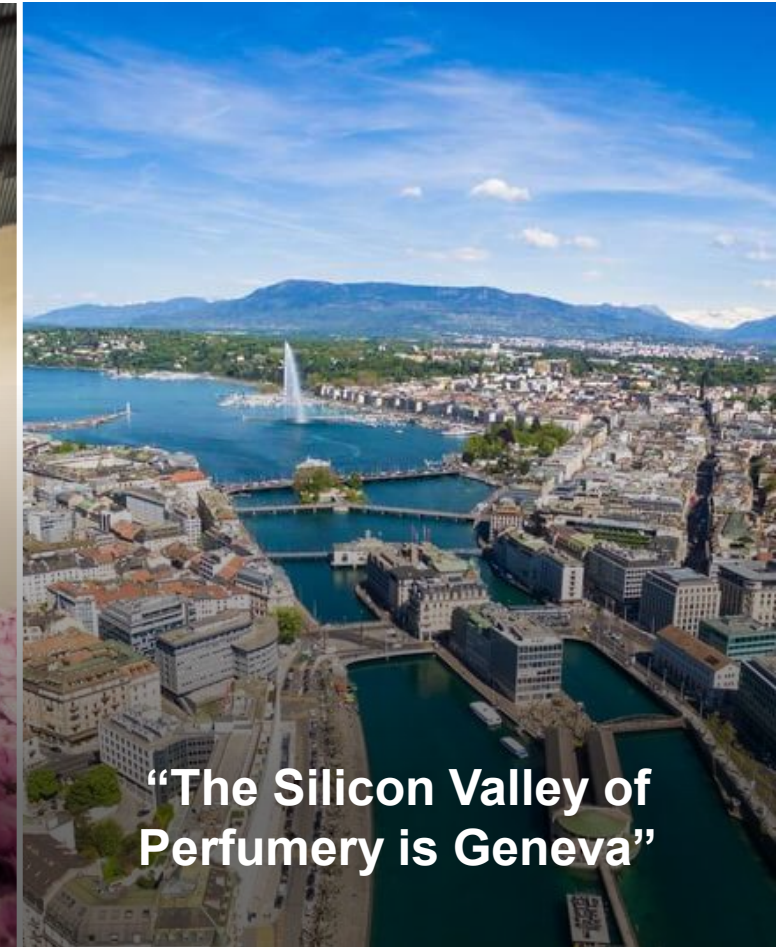


**Firminich**  
*125 years of  
Timeless Emotions*

# «INCLUSIVE CAPITALISM»

**Gilbert Ghostine**  
**Edie Sustainability Leaders Forum**  
**Feb. 5th 2020**

# INSIGHTS ABOUT OUR INDUSTRY?



# FIRMENICH TODAY: FAST FACTS

**4**

Billion CHF  
Revenues

**6%**

Growth  
vs Prior

**12**

Acquisitions  
Last 3 years

**#1**

Privately Owned  
Perfume & Taste  
Company

**#1**

Fine Fragrance  
&  
F&F Ingredients

**390**

Million CHF  
Invested in  
R&D

**3,700+**

Patents

**Nobel**

Prize  
1939

**8000**

Colleagues

**100+**

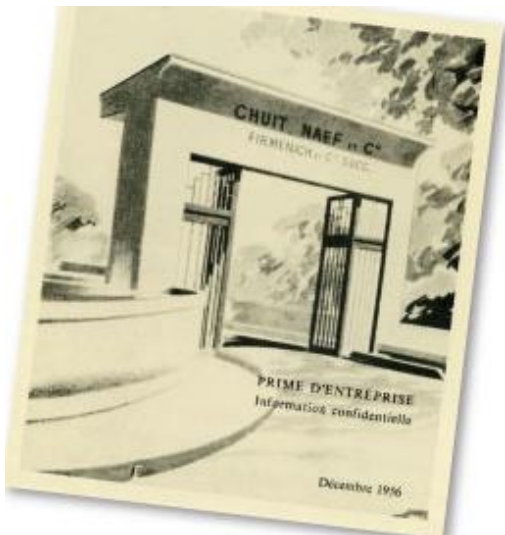
Markets

# FIRMENICH INCLUSIVE CAPITALISM: CARING FOR ALL OUR STAKEHOLDERS



# PUTTING PEOPLE FIRST:

## DIVERSITY & INCLUSION ON LEADERSHIP AGENDA



**Profit Sharing for  
All Colleagues  
Since 1956**

**7th Company  
WW**

**Disability Inclusion:  
2% Workforce WW**

**Opened 6700  
Employability  
Opps for Youth**

# TAKING CLIMATE ACTION



## VISION TO BECOME CARBON NEUTRAL



### INDUSTRY LEADING GOALS FOR 2020

### SCIENCE-BASED TARGETS FOR 2030

Reduce absolute Scope 1 & 2 CO<sub>2</sub> Emissions by

**20%**

**100%**

Manufacturing Sites can claim Zero Waste to Landfill

Reduce rate of Water use in Stressed areas by

**25%**

**Zero**

use of ozone-depleting refrigerant gases at our manufacturing sites

Improve waste efficiency by

**15%**

**100%**

Of electricity for level 1 sites from renewable Sources or offset

Reduction in absolute Scope 1 & 2 CO<sub>2</sub> Emissions vs. 2015

**39%**

Decrease in absolute Scope 3 emissions from Raw materials suppliers vs. 2017

**20%**

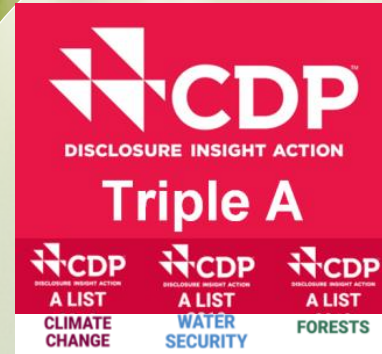
# PLANET: GLOBAL ENVIRONMENTAL LEADER



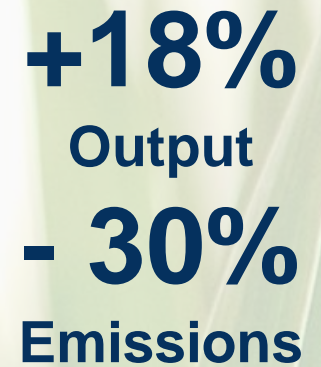
**RE 100**

**100% Renewable  
Electricity:**

North & Latin America, Europe,  
Africa, Middle-East, China, India



**CDP Triple A Company:  
2<sup>nd</sup> Consecutive Year**



**+18%  
Output  
- 30%  
Emissions**

**Decoupling Growth  
from CO<sub>2</sub> Emissions**

# SOCIETY: INNOVATING FOR NUTRITION & SANITATION



**NUTRITION: TASTEPRINT™ REDUCES UP TO  
100% OF ADDED SUGAR NATURALLY**  
In 2019 Removed  
**= 1 TRILLION CALORIES**



**INNOVATING FOR SANITATION**  
**FIRST AFFORDABLE & SUSTAINABLE  
PRODUCTS REACHING POPULATIONS IN NEED  
IN BANGLADESH, INDIA & SOUTH AFRICA**



# OUR PURPOSE: DRIVER OF ENGAGEMENT



**5%**

**Attrition  
Rate globally**



**7.9 %** (2019)

**7.1 %** (2017)

**Highest Intrinsic  
Belief Score**



**62%** (2019)

**50 %** (2017)

**'Highly Engaged'  
Colleagues**

**+100k  
Spontaneous  
Applications (2019)**

**230k  
LinkedIn  
Followers**



**CONGRATULATIONS**  
Firmenich receives first  
IMD-Pictet Sustainability in  
Family Business Award

Firmenich

*125 years of  
Timeless Emotions*

**DIALOGUE**