

Globalizing employee benefits

Recognizing the long-term work partnership between the company and its employees, and understanding that the well-being of people is paramount, Firmenich has begun a recalibration of its employee offerings under the umbrella of a new Global Benefits Philosophy.

Aimed at all its employees worldwide, the philosophy encompasses three categories – Care, Protect, Individualize - underpinned by numerous specific initiatives.

The health and well-being centered *Care* pillar aims at ensuring Firmenich employees are physically, mentally and financially secure and happy. It provides among other things basic medical, critical illness and supplemental medical coverage as well as health awareness, life-coaching for mental health, and financial health services.

To provide an adequate level of protection, Firmenich Offers long-term support through retirement and savings accounts; life insurance and child/spouse support; and emergency repatriation and medical assistance.

Last but not least, the *Individualize* pillar leverages flexible work arrangements, family-friendly policies and transport benefits to enable a better work-life balance and to answer workers' individual needs.

By offering a competitive, sustainable and innovative global benefits program as well as by recognizing a long-term work partnership, Firmenich hopes to maximize employee engagement and empowerment, attract, retain and motivate employees, reinforce a sense of belonging and enhance the work experience, and support agility and change.

The initiative is furthermore envisioned as benefits to all employees worldwide, and provides clarity in terms of benefits that are accessible and go over and beyond direct compensation.