



# **PAY ANALYSIS**

**JANUARY 2021**

# PAY GAP

Along with ensuring equal pay, Firmenich is committed to fostering a transparent and fair working environment, rewarding employees based on their performance.

Equal pay is about a man and a woman receiving equal pay for the same of similar job.

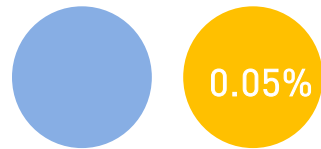


Men

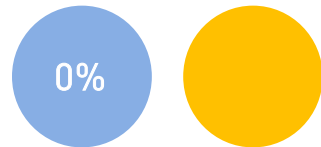


Women

A positive number indicates that women or men on average earn more than men or women.  
2020 data for Firmenich Group.



The **mean** pay for women is 0.05% higher than that of men



There is no significant gap between the **median** pay for men and women

# No SIGNIFICANT PAY GAP

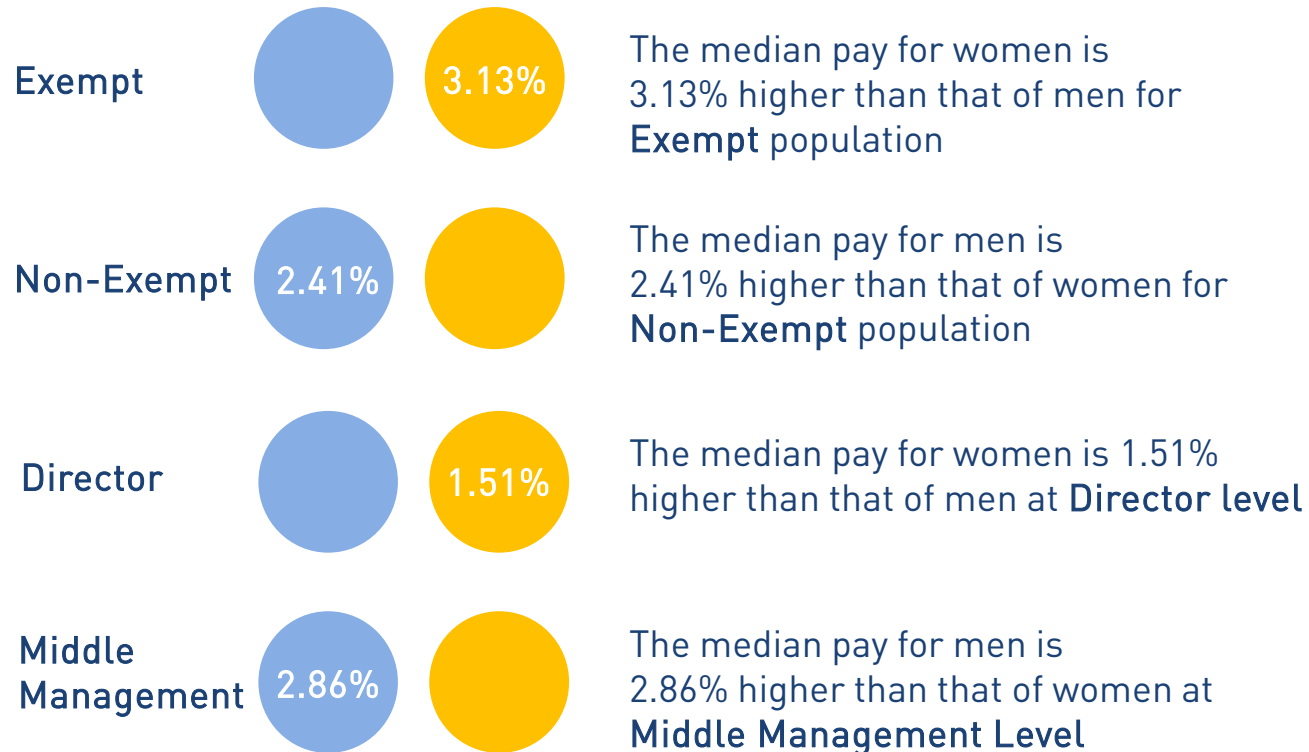


Men



Women

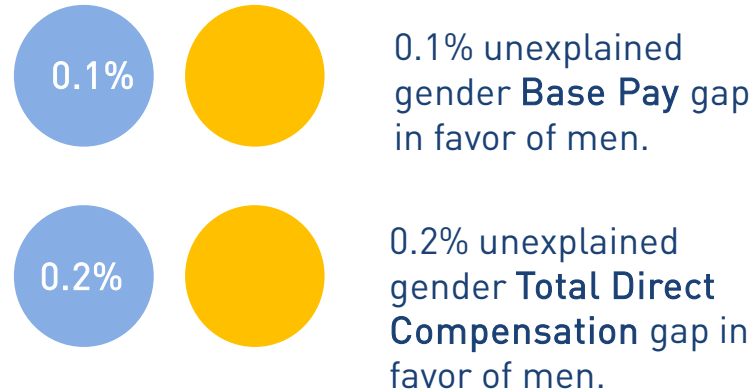
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2020 data for Firmenich Group.



# UNEXPLAINED PAY GAP

There is no significant unexplained pay gap between men and women.

The unexplained gender pay gap on average is 0.1% on Base Pay and 0.2% on Total Direct Compensation in favor of men.\*



\* Significance at 5% (p-value < 0.05) as per EDGE methodology



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