

Disclosures in accordance
with Art. 964b et seq.

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The following sections comprise the report on non-financial matters in accordance with Art. 964b et seq. of the Swiss Code of Obligations. The vote on the report at the annual general meeting is limited to the content of these sections.

The Board of Directors acknowledges responsibilities and have approved and signed off the report with regards to the accountability of the SArt. 964a et seq. of the Swiss Code of Obligations.



Calvin Grieder Chair Board of Directors



Victor Balli Chairman Audit Committee

Ingrid Deltenre Vice-Chairman

Olivier Filliol Director

Sophie Gasperment Director

Roberto Guidetti Director

Tom Knutzen Director

Non-financial matters	Disclosure	Disclosure location in the 2024 Integrated Report
Business model	Description of Givaudan's business model	37–39
Environmental matters	Policies adopted	99
	Measures taken	61–63, 83, 85–88, 102–105
	Risks related	56, 84, 100, 105, 200, 201
	Performance indicators	69, 85
Social issues	Policies adopted	131–132, 140
	Measures taken	121, 134–139, 141–144, 179–181
	Risks related	58, 133–134, 140
	Performance indicators	121, 135, 136–137, 140, 182
Employee-related issues	Policies adopted	131
	Measures taken	131–132
	Risks related	133–134
	Performance indicators	135, 136, 137
Respect for human rights	Policies adopted	122–123, 128
	Measures taken	121, 123, 125–126
	Risks related	55, 126–128
	Performance indicators	124–125
Combating corruption	Policies adopted	162
	Measures taken	162, 163–164
	Risks related	59
	Performance indicators	136

Sections regarding the Report on minerals and metals from conflict affected areas and child labour pursuant to art 964j et seq.:

Due Diligence applied on minerals and metals: 128–129

Due Diligence applied on child labour: 126–128