

Company news

Ad hoc announcement pursuant to article 53 LR

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Givaudan announces Chief Executive Officer and Chairman succession plans

- Gilles Andrier to retire in March 2026 after 20 years as Chief Executive Officer
- Christian Stammkoetter, President Asia, Middle East & Africa at Danone, has been designated as Chief Executive Officer, effective 1 March 2026
- Chairman Calvin Grieder to step down from the Board at the 2026 AGM after completing 12 years of service
- Gilles Andrier to be proposed for election as the Chairman at the 2026 AGM

Givaudan announces that **Gilles Andrier will retire from his position as Chief Executive Officer, effective 1 March 2026**, after a distinguished career of over 30 years of service and 20 years leading the Company as Chief Executive Officer.

Under his leadership, Givaudan has experienced significant growth driven by a successful strategy focused on geographic, customer and portfolio expansion, complemented by over 20 strategic acquisitions. Between the end of 2004 and the end of 2024, the Company grew from 5,900 to 16,900 employees, sales almost tripled from CHF 2.7 billion to over CHF 7.4 billion, and market capitalisation rose from CHF 5.8 billion to CHF 36.6 billion. Over this period, he has firmly established Givaudan as a global leader in Fragrance & Beauty as well as Taste & Wellbeing.

After a thorough selection process, the Board of Directors is pleased to announce that **Christian Stammkoetter has been designated as Chief Executive Officer, effective 1 March 2026**. Christian joins from Danone where he is currently President Asia, Middle East and Africa and a member of the Executive Committee. He brings over 25 years of global experience in fast-moving consumer goods, from personal care to food, beverage and nutrition, across multiple geographies. He has a proven track record of



driving sustainable growth and value creation, leading high performing teams, and fostering a culture of innovation and creativity, combined with a strong customer focus and deep consumer understanding. The Board is confident that he will continue to drive Givaudan's long-term success, delivering value for all its stakeholders.

Chairman of the Board of Directors Calvin Grieder commented: "We are incredibly grateful to Gilles for the tremendous contribution he has made to Givaudan, and the wider industry over the last 30 years. Through his visionary leadership, the Company has consistently delivered industry-leading performance, and created significant shareholder value. He is also a purpose-led leader who has shaped and nurtured the strong culture and DNA of Givaudan, inspiring colleagues around the world."

Commenting on the appointment of Christian Stammkoetter, **Calvin Grieder continued:** "We are excited to welcome Christian as Givaudan's designated Chief Executive Officer. Christian brings a wealth of global leadership experience across multiple regions and business areas, a consistent record of high performance, and his leadership skills and personality are a great cultural fit with Givaudan. The Board is confident that Christian is the right leader to bring our 2030 strategy to life, delivering long-term value for all our stakeholders, and fostering the culture of innovation and excellence that is at the heart of our success."

Chief Executive Officer Gilles Andrier commented: "It has been an immense privilege and source of joy to lead Givaudan for the last 20 years and be part of its journey for over 30 years. I love this Company, and its purpose 'Creating for happier, healthier lives with love for nature. Let's imagine together.' Over the years, I have been incredibly fortunate to work with, and see develop, many talented individuals and teams. I've been equally inspired by our clients and am proud to contribute to the success of their brands. As we set out our strategic roadmap for the next five years, it is the right moment to announce the handover to Christian in early 2026, and I wish him every success for the future."

Designated Chief Executive Officer Christian Stammkoetter commented: "I am honoured and excited to join Givaudan in early 2026 and to lead this iconic company together with the Executive Committee and the Board of Directors. Givaudan's creativity, customer-centricity, unique culture, and 250-year heritage in crafting extraordinary scents

and tastes inspire me deeply. I am fully aligned to its purpose and look forward to building on Gilles Andrier's outstanding legacy, driving growth and innovation with our talented teams, customers, and partners worldwide. I thank the Board and Gilles for their trust."

Changes to the Board of Directors

Calvin Grieder announces his intention to step down from his role as Chairman at the next Annual General Meeting (AGM) on 19 March 2026, after completing 12 years of dedicated service on the Board. His tenure has been marked by significant achievements and commitment to enhancing Givaudan's strategic vision. At the AGM, the Board of Directors will propose Gilles Andrier for election to the role of Chairman bringing continuity and deep industry experience to provide strategic oversight at the Board level.

About Givaudan

Givaudan is a global leader in Fragrance & Beauty and Taste & Wellbeing. We celebrate the beauty of human experience by creating for happier, healthier lives with love for nature. Together with our customers we deliver food experiences, craft inspired fragrances and develop beauty and wellbeing solutions that make people look and feel good. In 2024, Givaudan employed over 16,900 people worldwide and achieved CHF 7.4 billion in sales with a free cash flow of 15.6%. With a heritage that stretches back over 250 years, we are committed to driving long-term, purpose-led growth by improving people's health and happiness and increasing our positive impact on nature. This is Givaudan. Human by nature. Discover more at: www.givaudan.com.

For further information please contact

Claudia Pedretti, Head of Investor and Media Relations

T +41 52 354 0132

E claudia.pedretti@givaudan.com

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