



# **PAY ANALYSIS**

**JUNE 2022**

# 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 or similar job.



Men



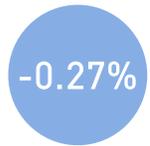
Women

A positive number indicates that women or men on average earn more than men or women.

2022 data for Firmenich Group\*



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



The **median** pay for men is 0.27% lower than that of women

W: 3'213

M: 4'288

# No SIGNIFICANT PAY GAP



Men



Women

A positive number indicates that women or men on average earn more than men or women.  
2022 data for Firmenich Group\*

Non-Exempt  
W: 697  
M: 1'802



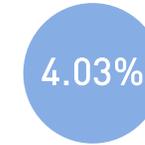
The median pay for women is 3.23% higher than that of men for **Non-exempt** population

Exempt  
W: 2'516  
M: 2'486



The median pay for men is 2.41% higher than that of women for **Exempt** population

Middle Management  
W: 1'391  
M: 1'279



The median pay for men is 4.03% higher than that of women at **Middle Management** level

Director  
W: 336  
M: 394



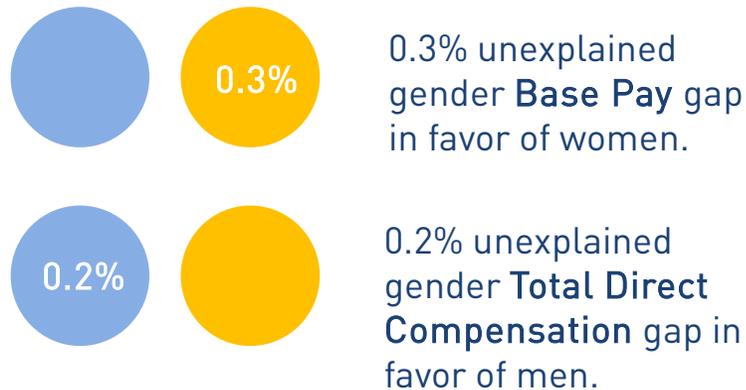
The median pay for men is 3.87% higher than that of women at **Director** level

\*Including all Firmenich Group Companies excluding DRT, MG, VKL, Essex, ArtSci

# UNEXPLAINED PAY GAP

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

The unexplained gender pay gap on average is 0.3% on Base Pay in favor of women and 0.2% on Total Direct Compensation in favor of men.\*



0.3% unexplained gender **Base Pay** gap in favor of women.

0.2% unexplained gender **Total Direct Compensation** gap in favor of men.

\* Significance at 5% (p-value < 0.05) as per EDGE methodology  
Analysis performed in 7 top countries in terms of headcount



INNOVATIVE CRAFTSMANSHIP IN FRAGRANCES, TASTE AND BEYOND

FAMILY OWNED, FOUNDED IN GENEVA, 1895

