



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



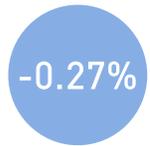
Women

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



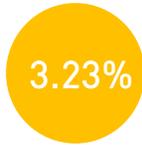
Men



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



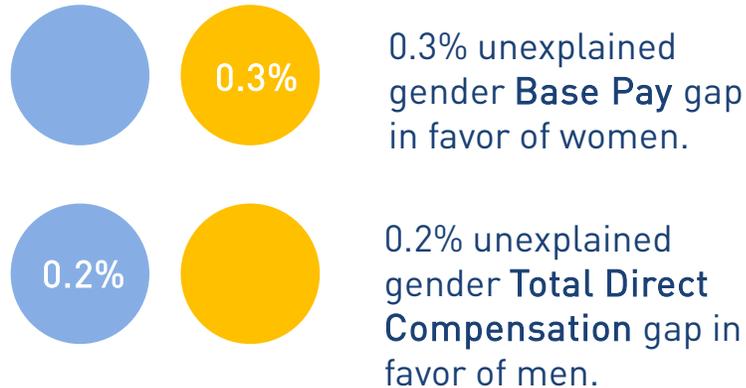
The median pay for men is 3.87% higher than that of women at **Director** level

*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.*



* 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

