

LIVING WAGE METHODOLOGICAL NOTE

This is to confirm that the certificate no . 2025 - 85 provided by the Fair Wage Network to **Clariant** on the 25th of November 2025 has been awarded along the following Methodological Criteria :

✓ The scope of the Living Wage Gap:

- All employees on a payroll as of the date of the Living Wage Gap analysis, inclusive of short- term and long-term employees.
- Excluding interns and apprentices.

✓ Living Wage Benchmarks:

- Considering multiple number of income earners in the family per country (average number of income earners).
- Considering a family size according along the national fertility rate (2 adults plus fertility rate).



Signature of the Chair

Fair Wage Network