

Sustainability Policy

March 2026

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1. Scope

Sustainability is a key element of Clariant's purpose:

Greater Chemistry – between people and planet

This Sustainability Policy outlines the core sustainability standards and expectations set globally for our employees, Tier^o1 suppliers and business partners. This Policy is applicable to Clariant AG and all Clariant Group companies which Clariant AG directly or indirectly controls, in particular by shareholding of more than 50% or majority of voting rights or other rights to direct management ("Clariant"). In joint ventures, where we are a minority shareholder or do not have direct management rights, we aim to work together with our partners to respect internationally recognized Human Rights, Responsible Care principles, and the UN SDG's. The Policy is endorsed by Clariant's Executive Leadership Team.

2. Purpose

Clariant yearly conducts a materiality assessment to identify the material sustainability areas. The interests of key stakeholders and their different perspectives have been evaluated and considered. The commitments outlined in this policy are the foundation to execute our strategy and manage the impacts, risks and opportunities identified.

The Innovation and Sustainability Committee of our Board of Directors regularly monitors the progress of the global implementation and management of our sustainability commitments and their alignment with our business strategies. With sustainability as part of Clariant's purpose, sustainability is anchored in the company values and integrated in the daily work of Clariant's employees. Our sustainability commitments are an integral part of our communication with our stakeholders.

3. Policy Description

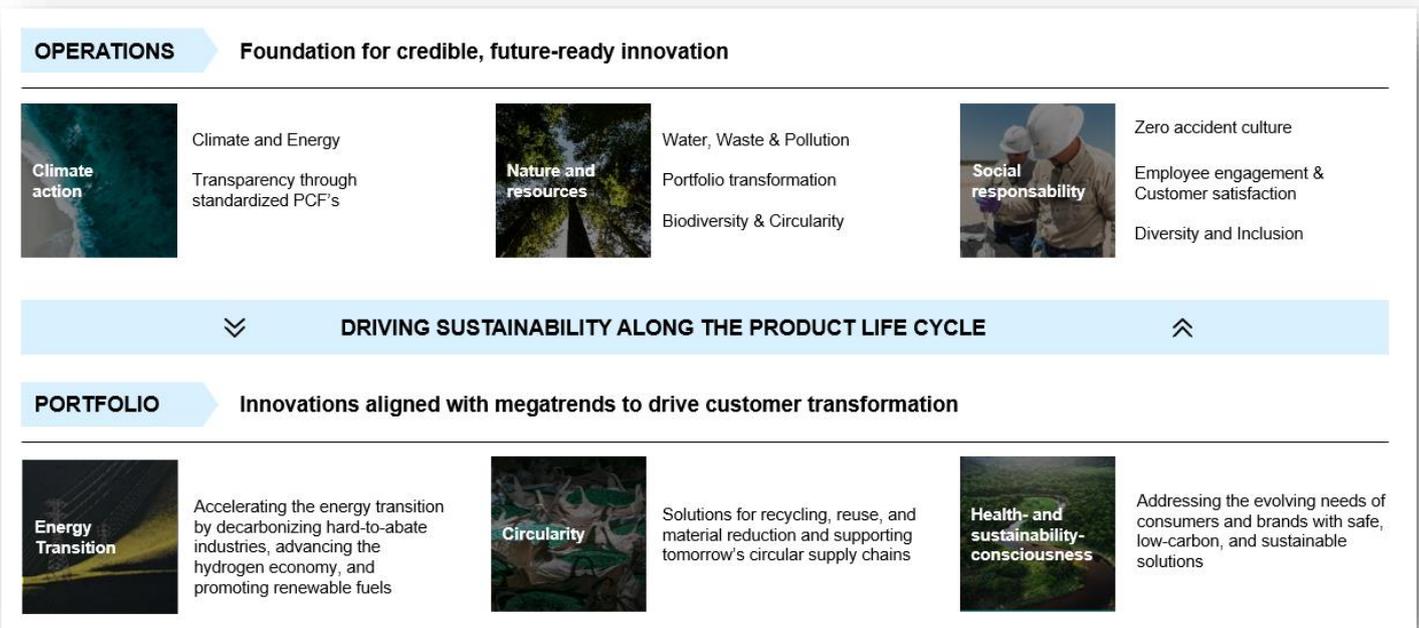
This policy guides Clariant on how to achieve its strategy pillar "Leading in sustainability" by identifying safe and sustainable solutions in own operations, and for our customers. We track the success of our journey with KPI's and our Portfolio Value Program (PVP) and are dedicated to contributing to the United Nations Sustainability Development Goals (UN SDGs) through the solutions we offer. Putting product performance and sustainability at the core of our innovation process, we help our employees, and our customers achieve their sustainability ambitions and together shift global value chains towards more sustainable solutions.

4. Roles & Responsibilities

Sustainability is embedded into the existing management and governance structures of Clariant. The highest responsibility is with the Innovation and Sustainability Committee of the Board of Directors and the Chief Strategy and Technology Officer, supported by the Group Function Sustainability Affairs. The execution of the sustainability strategy is embedded into the core processes of the company.

5. Commitment

Our core principles are centered along the three sustainability dimensions: PEOPLE, PLANET, AND PERFORMANCE - driving sustainability along the product life cycle in operations and portfolio:



PEOPLE: Our approach regarding social sustainability

We treat each other with respect - within Clariant and within our extended value chain. For us, social responsibility comprises health and safety of people, recognizing people's fundamental rights and individuality, as well as transparent communication.

We commit to:

Follow ethical standards and ensure full compliance with laws and regulations - Our CODE OF ETHICS describes our commitments and is a guide detailing our ethical principles and providing examples and targets to enable our personnel and stakeholders to act with the highest standards of integrity and compliance with laws and regulations. We expect our suppliers and contractors to fully endorse the principles of our SUPPLIER CODE OF ETHICS. To report actual or suspected violation, we use our INTEGRITY LINE, which is available to our employees and all external stakeholders, confidentially and, if desired, anonymously.

Respect Human Rights – We are committed to respecting and supporting human rights, both in our own operations, as well as in our business relationships and supply chains. We maintain a HUMAN RIGHTS POLICY listing in detail our related commitments as well as expectations towards our suppliers and business partners. Our EMPLOYMENT POLICY prohibits the use of child or forced labor in our operations, and we respect the right of employee representation. We are committed to ensuring that every Clariant employee earns a wage that covers essential living costs—such as housing, food, education, and healthcare. This initiative reflects our goal of creating real, positive impact for people and

communities. By 2030, we aim to extend living wage principles to our contractors and suppliers—collaborating with partners who share our values and commitment to fairness.

Drive towards zero-accidents, promoting health and safety – Our goal is to achieve zero accidents. Protecting the safety, health and well-being of our employees is our top priority, defined in our QUALITY, ENVIRONMENTAL SAFETY AND HEALTH POLICY. We set goals and we monitor and evaluate our activities. Our occupational health and process safety program addresses safety comprehensively including prevention and training measures. Our target is to be in the Top Quartile with our Employee Safety Performance (TRIR).

Foster open and transparent communication - We foster a culture of transparent communication with our employees and stakeholders as the key to a trusting and fruitful relationship. We measure the engagement of our employees through the employee net promoter index (eNPS) with the aim of achieving first quarter results in 2030. We report our progress on our sustainability performance regularly. We identify the concerns and expectations of our stakeholders systematically and include conclusions in our strategy reviews.

Give back through corporate citizenship activities – We place great value on acting as a responsible and supportive corporate citizen, wherever we do business, defined through our CORPORATE CITIZENSHIP POLICY. With our Clariant Giving program we cultivate and support a range of community initiatives and charitable efforts around the globe to foster a close relationship with our communities.

PLANET: Our approach regarding environmental sustainability

Protecting our planet requires responsible production and consumption of resources while striving continuously to reduce waste and pollution. Increasing circularity and transitioning to sustainable bio-based and recycled raw materials are key drivers to protect the planet and fight climate change.

We commit to:

Continuously upgrade our product portfolio towards greater sustainability – Our Portfolio Value Program (PVP)¹ is the core tool to steer our portfolio towards sustainable and competitive solutions and to monitor KPIs. The approach is outlined in our externally published PORTFOLIO VALUE PROGRAM GUIDE. We classify our portfolio into four categories, with the aim to achieve >85% of our portfolio classified as sustainable products by 2027. We evaluate the full life cycle of our products, in absolute terms and versus market standard, for transparency on their benefits and risks along our sustainability priorities (e.g. climate, water management, waste & pollution, biodiversity, circularity, hazard/safety, social value creation, performance).

Product stewardship is a core element within our product management which is integrated in product innovation and assessment of the existing portfolio against developing regulations globally, outlined in our CHEMICAL REGULATORY COMPLIANCE POLICY. We strive to avoid Substances of Very High Concern (SVHC) in our products. We commit to phasing out non sustainable products from the portfolio, with 100% of the designated products having timebound roadmaps. This approach helps prevent potential pollution. Progress is tracked regularly by the Executive Leadership team and the Innovation and Sustainability Committee.

Fight climate change – Clariant commits to addressing climate change and contributing to the global goal of limiting global temperature increase as outlined in the Paris Agreement To demonstrate its commitment, Clariant has set SBTs on scope 1, 2 and 3 (category 1 and 12) and commits to reducing our absolute GHG emissions by 2030 from a 2019 base year (-46.9% for scope 1&2 and -27,5% for scope 3). In addition, we have set ourselves a net-zero target for scope 1 & 2 by 2050.

CLARIANT'S SCOPE 1 & 2 GHGs NET-ZERO ROADMAP



— Workstream to sustainably reduce GHGs - - - Preparatory step □ GHG reduction 2025 vs. 2019 (achieved)¹ ■ GHG reduction vs. 2019 (target)¹

¹ potential growth related emissions must be reduced as well.

We drive the reduction of GHG emissions through defined roadmaps to achieve energy efficiency, switch to renewable energy, transition to more sustainable raw materials, and engage with our suppliers to help them do the same. We innovate to achieve maximum emission reductions in our own operations and in our value chain. Our products significantly contribute to avoiding emissions with our customers.²

We report on our progress regularly and transparently for key stakeholders such as our shareholders and customers. We assess our climate risks and opportunities and adapt our emission reduction strategy accordingly. To support our customers, we report transparently on our product carbon footprints (PCFs), using a certified and automated calculation engine, aligned with ISO 14067:2018 and the Together for Sustainability (TfS) guideline. The PCFs are shared with our customers via own solutions and the SiGREEN PCF platform.

Continuously reduce waste and pollution – We have set ourselves targets 2030 to reduce waste and pollution from a 2019 base year: We set clear and ambitious targets to reduce our landfilled non-hazardous waste intensity per ton of product produced by -40%; our hazardous waste intensity per ton of product produced by -25% and our nitrogen oxide emissions intensity per ton of product produced by -30% and waste water generation intensity by -25%. In line with Responsible Care principles, we have sound processes in place for pollution management, and we strive to provide solutions which help to reduce waste and pollution in the value chain to reduce dependency on fresh water sources.

Continuously reduce dependence on water resources - We have set ourselves water targets 2030 from a base year 2019. We are committed to reducing water intake intensity by -20% and to apply advanced water management in 100% of sites in areas of high water-stress. These targets aim to minimize the volume of water drawn from various sources that is either consumed (lost from the local water cycle) or requires significant treatment due to quality alteration. Our efforts in this area drive continuous reductions in both our gross water withdrawal from sources and our overall water consumption. In line with Responsible Care principles, we encourage our suppliers to implement water efficiency measures, and we are committed to U.N. SDG Goal 6: Ensure access to water and sanitation for all.

Increase circularity – Clariant actively supports the vision of a more circular economy, where the value of products, materials and resources is maintained in the economy for as long as possible, and the generation of waste is minimized. Renewable raw materials, from recycling processes, biomass sources to carbon capture, support circularity, as a means to actively reducing dependencies of fossil feedstocks. As part of our innovation Arena Circularity, Clariant delivers solutions that support the transition from a linear to a more circular and low-carbon economy. We proactively engage in the private-public dialogue to shape a favorable policy framework for driving innovation and accelerating the market deployment of sustainable renewable materials.

Foster a sustainable bioeconomy – Clariant recognizes Bioeconomy as a key pillar to help preserve ecosystems and biodiversity while respecting human rights and supports the commitments of the Kunming-Montreal Global Biodiversity Framework. Clariant supports the need to accelerate the role of a sustainable bioeconomy and ramp up the share of bio-based feedstocks, chemicals and materials. The Bioeconomy offers numerous benefits, including replacing fossil sources, reduce emissions, accelerate circularity, reducing dependence on fossil fuels and sustainable resource management. It also promotes economic growth, job creation, innovation, and rural communities' development. Our PALM OIL POLICY defines our commitment and supplier expectations towards sustainable sourcing of palm oil, palm kernel oil and its derivatives, in line with No Deforestation, No Peat and No Exploitation (NDPE) principles. Our targets are to achieve 95% traceability to mills by 2026, and to transition to and maintain 100% sustainably sourced palm-based material (palm oil, palm kernel oil and their derivatives) volumes by 2030. Within our mining activities, we are living up to responsible practices.

PERFORMANCE: Our approach towards economic sustainability

We are convinced that economic success drives and is increasingly based on the adoption of sustainable solutions. To drive the development of high performing sustainable products & processes, sustainability is embedded across the organization, and we collaborate along the value chain.

We commit to:

Invest in research, development, and technology – Design for sustainability is a key driver for innovation. We use our Idea2Market process as outlined in our INNOVATION HANDBOOK and our “PVP R&D” assessment³ to steer innovation. We have clear KPIs on innovation, which are monitored and used to steer strategic discussions in the Innovation and Sustainability Committee. To fuel sustainability driven innovation growth, Clariant has defined three innovation Arena’s: Energy Transition, Health and Conscious consumer and brands and Circularity, which have the target to deliver jointly about 1.5% annual additional sales growth by 2027. Digitalization within R&D and operations is a key enabler to accelerate innovation, to increase efficiency, and to save resources, with Clariant’s proprietary AI Clarita as key building block. We are convinced that creating industry and academic partnerships in strategic areas accelerates value chain innovation.

Ensure responsible sourcing – Our suppliers and supply chain relationships are a key part of our success. For Clariant, responsible sourcing means committing to upholding high social, environmental and governance standards, when making sourcing decisions. We expect our suppliers and contractors to fully endorse the principles of our SUPPLIER CODE OF ETHICS. Through our membership in the Together for Sustainability (TfS) initiative, we strive to drive sustainability performance in our supply chain and to promote transparency and solidarity.

Create customer value – We strive to see the world through our customers’ eyes and understand their needs. To innovate for sustainability, we foster a culture of challenging the status quo, with the aim of adding value for our customers and the environment

Empower by creating a diverse, equitable and inclusive workplace – We are convinced that a diverse environment leads to innovation and accelerates change by taking different perspectives into account. We value an open and inclusive atmosphere, and we are confident that this boosts critical thinking, creativity, and productivity in our business operations. We have set the ambition, to achieve >°30% female representation⁴ and > 40 % leaders with national origin outside Europe by 2030.

Continuously learn through education and training – Clariant is dedicated to enable our employee to reach their full potential. We leverage learning and talent interventions to provide opportunities for continuous learning, leadership development, team effectiveness and career growth. In our BUILDING THE WORKFORCE POLICY is outlined, how we empower our employees to make their contribution and understand the impact of their work activities on the environment.

Rewarding financial and non-financial performance in a balanced incentive system - We believe that progress of the sustainability transformation must be measured using KPIs. Engagement at all levels of the company is rewarded through a transparent and balanced incentive system that also includes key non-financial performance indicators.

Live a governance structure to support Clariant’s sustainability ambition – We believe that an effective and clear governance structure is required to truly integrate sustainability into business. Our commitments are being overseen by the Board of Directors through the Innovation & Sustainability Committee and driven by our Executive Leadership Team. Our organizational structure defines clear roles and responsibilities to plan and execute sustainability-related roadmaps

and monitors relevant KPIs across the organization. We regularly assess material topics for the company, using the model of double materiality assessment. For identified material topics, we increasingly integrate the assessment of impacts, risks, and opportunities along the entire value chain of Clariant within our existing processes.

6. References

Code of Ethics
Human Rights Policy
Employment Policy
Supplier Code of Ethics
QESH policy
Portfolio value program guide
Chemical regulatory compliance policy
Building the Workforce Policy
Corporate Citizenship Policy
Innovation handbook
Innovation and Sustainability Committee Charter

7. Last Revision Reason for Changes

Dec 2025: Include targets; Use global policy format; include the names of the existing policies related to sustainability; include innovation arena's and scope 1&2 roadmap.

- 1) PVP is in line with the Framework Portfolio Sustainability Assessment (PSA) by the World Business Council for Sustainable Development (WBCSD)
- 2) Avoided emission calculation is based on the Avoided Emission Guide by the World Business Council for Sustainable Development (WBCSD)
- 3) PVP R&D = Portfolio Value program R&D – a portfolio assessment for projects in R&D, following the same principals as the Portfolio Value Program
- (4) In Management level

CLARIANT SUSTAINABILITY POLICY

Sustainability is a key element of Clariant's purpose:

Greater Chemistry – between people and planet

This Sustainability Policy outlines the core sustainability standards and expectations set globally for our employees. We aim to work together with our partners to respect internationally recognized Human Rights, Responsible Care principles, and the UN SDG's.

This policy guides Clariant in identifying safe and sustainable solutions, in our own operations, and for our customers. Putting product performance and sustainability at the core of our innovation process, we help our employees, and our customers achieve their sustainability ambitions and together shift global value chains towards more sustainable solutions.

OUR CORE PRINCIPALS are:

PEOPLE:

- Follow ethical standards and ensure full compliance with laws and regulations
- Respect human rights
- Drive towards zero-accidents promoting health and safety
- Foster open and transparent communication
- Give back through corporate citizenship activities

PLANET:

- Continuously upgrade our product portfolio towards safer and more sustainable solutions
- Fight climate change
- Continuously reduce waste and pollution
- Continuously reduce dependence on water resources
- Increase circularity
- Foster a sustainable bioeconomy

PERFORMANCE:

- Invest in research, development, and technology
- Ensure responsible sourcing
- Create customer value
- Empower employees by creating a diverse, equitable and inclusive workplace
- Continuously learn through education and training
- Reward financial and non-financial performance in a balanced incentive system
- Follow a governance structure to support Clariant's sustainability ambition