

Living Wage Charter

What is a living wage?

A living wage represents the minimum level of compensation required for a full-time worker to meet essential needs, including housing, food, healthcare, transportation, and taxes, without reliance on external support. Unlike statutory minimum wage, a living wage reflects local cost-of-living conditions and is intended to support a reasonable and sustainable standard of living. At its core, it enables employees and their families to maintain financial stability and a dignified quality of life.

Vision

At Solenis, we are committed to ensuring that all employees receive compensation that supports a dignified and sustainable standard of living for themselves and their families. We recognize that statutory minimum wages may not fully reflect the true cost of living and therefore strive to align our compensation practices with established living wage benchmarks across all geographies. Through this commitment, we aim to uphold principles of fairness and equity while contributing to the overall well-being of our global workforce and the communities in which we operate.

Commitment

In 2025, Solenis partnered with the Fair Wage Network to conduct a comprehensive assessment of employee wages, benefits, and allowances. This partnership has enabled us to identify gaps and implement timely, structured actions to address them.

As part of this commitment, we have established a goal to achieve Living Wage Certification by 2027. Attaining this certification will provide independent validation that employees across our global workforce are compensated at a living wage, further reinforcing our commitment to fair, equitable, and responsible compensation practices globally.



Goals

Our goal is to ensure living wages across Solenis, with a target of achieving 100% Living Wage attainment. As we continue to grow through acquisitions and organizational changes, we will regularly review employee compensation and partner with the Fair Wage Network to identify and address any gaps in a timely and structured manner.



Status

The initial analysis of 100% of Solenis employees (excluding interns, contractors, etc.) identified that 0.8% of employees were paid below a living wage benchmark. Of those paid below living wage, the average gap to the benchmark was 18%. Since the analysis, the following actions have been or will be taken:

- Merit increases and promotions have contributed to closing wage gaps for some impacted employees
- Fair Wage Network is confirming the impact of health allowances against total compensation calculations
- Any remaining gaps will be addressed in partnership with Leadership and HRBPs through market adjustments or step increases where applicable

Appendix A



LIVING WAGE

LIVING WAGE PROCESS CONFIRMATION

We are glad at the Fair Wage Network that SOLENIS has started a living wage journey, first by getting access to living wage data and then by commencing in 2025 a certification process with the Fair Wage Network in all its key markets. Upon successful completion of the ongoing Living Wage Gap analysis SOLENIS might be certified as a global living wage employer, depending on its ability to reach the payment of Fair Wage Network Living Wage thresholds for all of its employees globally. Therefore, we can confirm that:

SOLENIS

is in the process of

LIVING WAGE GAP ANALYSIS

after successful completion of which, SOLENIS might be certified as a Global Living Wage Employer.

Done in Geneva, on 7 April 2026

Signature of the Chair
Fair Wage Network