

# CERTIFICATE

## MARKET PAY EQUITY

# 2025



PROUDLY PRESENTED TO

Erdgas Ostschweiz AG

We are pleased to confirm that the Market Pay Gap and Gender Pay Gap are within the relevant 5% limits. The analysis is based on your company's detailed salary data as well as the market data ([www.marketsalary.ch](http://www.marketsalary.ch)) from Landolt & Mächler Consultants AG.

Hünenberg, 24. April 2025

DATE

SIGNATURE