

CERTIFICATE

MARKET PAY EQUITY

2025



PROUDLY PRESENTED TO

HB-Therm 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) from Landolt & Mächler Consultants AG.

Hünenberg, 17. März 2025

DATE

Handwritten signature of R. A.

SIGNATURE