CERTIFICATE
MARKET PAY EQUITY

2026



PROUDLY PRESENTED TO

Zeochem 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, 07.07.2026

DATE

SIGNATURE