

CERTIFICATE

MARKET PAY EQUITY

2025



PROUDLY PRESENTED TO

Genossenschaft Elektra Baselland

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, 6. Januar 2025

DATE

SIGNATURE