



UNISTO

Unisto Ltd
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Horn, 8 January 2021

Confirmation of equal pay between women and men at Unisto Ltd in accordance with the Gender Equality Act (GEA) and the Federal Act on Public Procurement (PPA)

Art. 13a of the Swiss Gender Equality Act (GEA) obliges companies with more than 100 employees to evaluate in-house salary parity systematically according to a scientific and legally compliant method.

Unisto Ltd has executed this analysis successfully. The observance of salary parity between woman and men was examined by the auditor regarding methodology and results and is verified by the attached certificate.

The requirements regarding salary parity of Art. 12 of the Federal Act on Public Procurement (PPA) were also adhered to.

Unisto Ltd



PROVIDA Wirtschaftsprüfung Ltd, P.O. Box 1650, CH-9001 St. Gallen

Unisto Ltd
To Mr. J. Homburger and Mr. H. Eichenberger
Seestrasse 7
9326 Horn
(Switzerland)

St. Gallen, 8 January 2021

Equal pay analysis for the 2020 financial year

As an independent auditor, we were engaged by the Board of Directors of Unisto Ltd, Horn to carry out an audit of Unisto's equal pay analysis covering 148 employees.

Unisto's management performed an equal pay analysis for reference month March 2020. The underlying analysis was conducted with the scientific and legally compliant tool Logib V3.2.2.

The Board of Directors was responsible for performing the equal pay analysis while our responsibility was to check whether the input data conform with the data from the payroll system. We have carried out the audit based on agreed-upon audit procedures in accordance with SAS 920.

Based on the analysis carried out using the Logib V3.2.2 tool, the equal pay for the underlying period was within the 5% range and, therefore, complied with.

Sincerely

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