

CERTIFICATE OF CONFORMITY

ESF 22 - 254

Maiora S.R.L.

Maiora S.R.L.,
Via San Magno, 31
70033 Corato (BA),
Italy



**EQUAL-SALARY
CERTIFIED**

demonstrated its compliance with the **EQUAL-SALARY** Standard requirements -
version 1.0.

This certificate attests that the organization has implemented a

POLICY OF EQUAL PAY BETWEEN WOMEN AND MEN

for employees of Maiora, Italy.

The EQUAL-SALARY Foundation decided in its sole discretion that the organization has demonstrated to comply with the EQUAL-SALARY Standard requirements. In its decision, the EQUAL-SALARY Foundation considered internal and external factors, including but not limited to, the findings provided by PwC Switzerland in its Independent EQUAL-SALARY Report on April 12, 2022.

This EQUAL-SALARY Certificate is valid from April 1, 2022, to April 31, 2025. Its validity is subject to the organization demonstrating continuous improvement and adherence to the EQUAL-SALARY Standard requirements. The request for recertification must be made before October 12, 2025.

Authorized by

Lisa Rubli
Co-CEO

Noémie Storbeck
Co-CEO