

MAJOR STEP FOR EQUAL PAY: FORVIS MAZARS TAKES OVER PWC SWITZERLAND'S EQUAL-SALARY PRACTICE

Vevey/Zurich, 6 October 2025 – The EQUAL-SALARY Foundation welcomes the acquisition of PwC Switzerland's EQUAL-SALARY certification practice and specialist team by **Forvis Mazars**. This transition marks an important milestone in the global effort to promote equal pay and workplace equality, reinforcing the independence, continuity, and international reach of the EQUAL-SALARY certification and Foundation.

Since 2017, PwC Switzerland has conducted EQUAL-SALARY assessments for more than 150 companies, covering over 500,000 employees worldwide. These independent audits have enabled companies to measure, verify, and demonstrate pay equity in line with the EQUAL-SALARY Foundation's robust and comprehensive methodology.

This strategic acquisition comes at a crucial moment. As the European Pay Transparency Directive comes into effect in June 2026, companies across Europe will face increased reporting and accountability requirements on pay equity. Against this backdrop, DEI (Diversity, Equity & Inclusion) initiatives are facing renewed scrutiny and pressure worldwide. Consequently, earning the EQUAL-SALARY certification demonstrates sound governance and reduced risk for shareholders, as pay equity is a proven driver of talent attraction, motivation, and retention, a key factor for sustainable business performance in today's competitive market.

By integrating PwC Switzerland's experienced EQUAL-SALARY team, Forvis Mazars strengthens its capacity to conduct independent, non-audit assurance services and expand its EQUAL-SALARY audit activities worldwide. This will allow more organisations to prove their commitment to fairness, inclusion, and equality through measurable and trusted certification.

"We believe Forvis Mazars in Switzerland are uniquely positioned to further develop and expand this important activity, ensuring its continued growth and impact in advancing workplace equality," said **Joop Smits**, Partner, Workforce and Sustainability, PwC Switzerland

"Integrating PwC Switzerland's EQUAL-SALARY team strengthens our independent assurance capability and global reach. Together, we'll help more organisations verify equal pay and opportunity with a transparent, trusted standard," commented **Angelo Accardi**, CEO, Forvis Mazars Switzerland

As the main audit partner of the EQUAL-SALARY Foundation, Forvis Mazars now plays an even more central role in the mission to certify equal pay and equal opportunity globally. The EQUAL-SALARY Foundation sees this transition as a key step toward building greater consistency, trust, and scalability in the implementation of pay equity standards worldwide.

"This transfer reinforces EQUAL-SALARY's rigorous and independent certification as the benchmark for equal pay and equal opportunities. Together with Forvis Mazars, we expand our reach, strengthen continuity and trust, and affirm that fairness at work is the foundation of sustainable success for all," said **Simonetta Sommaruga**, President of the Board of the EQUAL-SALARY Foundation

EQUAL PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010. It offers certification procedures based on a transparent and robust methodology comparable to an ISO standard for salaries and processes. The development of EQUAL-SALARY certification has been financially supported by the Federal Office for Gender Equality (FOGE), and its methodology, developed in collaboration with the University of Geneva, has been recognised by the Swiss Federal Court. It is the only certification for equal pay recognised by the European Commission in a report on the pay gap. EQUAL-SALARY is also a member of EPIC - the International Coalition for Equal Pay, the United Nations Global Compact and, the Alliance for Pay Transparency.

To date, the EQUAL-SALARY Foundation has certified over 150 companies in 90 countries, involving almost half a million employees. Several certified companies have renewed their commitment up to six times, demonstrating a strong desire to promote fairness and strengthen the trust and respect of their employees, customers and partners. As an EQUAL-SALARY employer, an organisation is in an excellent position to attract and retain talent and to prove that it respects the rules of good governance.

About Forvis Mazars

Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading professional services network. Operating as an internationally integrated partnership in over 100 countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. The partnership draws on the expertise and cultural understanding of over 40,000 professionals across the globe to assist clients of all sizes at every stage in their development. In Switzerland, Forvis Mazars relies on over 400 professionals in ten offices.

About PwC Switzerland

PwC Switzerland is the leading audit and advisory company in Switzerland. At PwC, we help clients build trust and reinvent so they can turn complexity into competitive advantage. We're a tech-forward, people-empowered network with more than 370,000 people in 149 countries. Across audit and assurance, tax and legal, deals and consulting we help clients build, accelerate and sustain momentum. PwC Switzerland has around 3,800 employees and partners in 13 locations in Switzerland and one in the Principality of Liechtenstein.

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