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REPORT ON EQUALITY AND EQUAL PAY IN ACCORDANCE  
WITH § 21 PAYMENTS TRANSPARENCY ACT.

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# Report on Equality and Equal Pay in accordance with § 21 Payments Transparency Act.

This report includes all restaurants operated by Vapiano SE in Germany without subsidiaries in 2016, and the administration based in Bonn.

## 1. Statistical data (average values for the calendar year 2016)

Average total number of female employees: 499 (41%)

Average total number of male employees: 713 (59%)

Average number of part-time female employees: 303 (61%)

Average number of female full-time employees: 196 (39%)

Average number of part-time male employees: 338 (47%)

Average number of full-time male employees: 375 (53%)

## 2. Measures to establish equal pay for women and men

### a) Employees who are remunerated according to the collective agreement

More than 90 percent of employees at Vapiano are grouped and paid according to the collective bargaining agreement for the system gastronomy sector, based on their occupation, work experience and length of service. Of course, the current collective agreement has no distinguishing features between men and women in the classification. Rather, according to the collective bargaining agreement, the same remuneration is paid for equivalent activities without regard to gender. Therefore, measures to achieve equal pay are not necessary here.

### b) Employees who are remunerated outside the collective agreement

The remaining employees, especially the upper management and the administration, are remunerated outside of the collective agreement. These employees participate in a formally implemented compensation system according to their position, with individual target agreements and, where applicable, in compliance with the bonus guidelines approved by the Board. Targets are redefined annually and remunerated proportionately according to the percentage target achievement. The company's bonus guidelines also have no distinctions between men and women.

## 3. Measures to promote equality between women and men and their impact

Indeed, every employee is trained on the applicable laws, in particular the General Equal Treatment Act, for a work environment that is free of disadvantages and for a mutual respectful approach. Due to the existing collective bargaining agreement and its widespread use at Vapiano, no separate measures are currently necessary.

## 4. Need to implement a test procedure?

Pursuant to internal evaluation, there currently appears to be no need for a company audit procedure to monitor equal pay. Employees (see point 2 above) are either subject to the applicable collective agreement or the bonus guidelines, and are thus not compensated according to gender-specific characteristics, but only according to rules laid down for all employees.

## 5. Final

Due to the almost full application of the classification according to the system gastronomy collective agreement and the bonus guidelines available to the other employees, Vapiano does not currently see any further measures as being necessary in accordance with the Payments Transparency Act.

