

Salary Transparency Act Report

1. Company information

The Company has around 550 employees, and therefore exceeds the threshold for reporting under the Salary Transparency Act. The Report includes a description of the measures taken to promote gender equality and to ensure equal pay.

2. Measures to promote gender equality

The Company pursues an active equality policy with the aim of ensuring equal opportunities for all employees regardless of gender.

- Promotion of flexible working arrangements (incl part, time, flexible hours)
- Equal access to further education and development programmes
- Transparent and non-discriminatory recruitment procedures
- Support for work-life balance

3. Measures to ensure equality of pay

To ensure equal pay for equal work, the Company implements the following principles:

- Standardised remuneration structures
- Regular review of salary bands
- Objective evaluation of positions based on specific, defined criteria
- Raising awareness amongst managers about non-discriminatory compensation decisions

4. Employee Information

YEAR	M Total	F Total	% F	FT M	FT F	% F FT	PT M	PT F	% F PT
2022	228	296	56%	72	77	52%	156	219	58%
2023	237	297	56%	68	63	48%	169	234	58%
2024	285	304	52%	61	57	48%	224	247	52%
2025	265	270	50%	53	61	54%	214	211	50%

Meridian Spa & Fitness Deutschland

Geschäftsführung: Bruce Gardner / Marcel Kloos, HRB101939 Amtsgericht Hamburg
Zuschrift: Wandsbeker Zollstr. 876-89, 22041 Hamburg
Steuer-Nr: 51 / 780 / 01517, Ust-IdNr: DE226207486

This data shows that the ratio of part time to full time employees among female and male employees is almost balanced both in the current year and in prior years.

4.2 Management

Total management (in May 2026): 61

Of which female: 32

Of which male: 29

Women in management positions are slightly overrepresented, and therefore at a balanced level.

5. Assessment of gender equality and equal pay

The data presented shows there are no structural imbalances in the distribution of part-time and full-time employment. Women are adequately represented in management positions, and there is no evidence of systemic pay inequalities.

6. Future

The Company will continue to regularly review its measures to promote equality and equal pay in order to ensure a sustainable culture of equality.