

## Employee donation – Survivor fund

Dear colleagues,

As part of a longstanding voluntary agreement between the works council for Heraeus in Germany (except: Argor-Heraeus Deutschland and Heraeus Electro-Nite) and the Board of Management, our colleagues can donate € 0.60 every month to our employee donation fund. This amount is included in the monthly payroll accounting.

A payout to survivors of deceased current employees currently amounts to € 3,000.

A payout to survivors of deceased former employees (retired) currently amounts to € 550.

This employee donation is **voluntary**. It is intended to mitigate the not-insignificant costs associated with a person's death, as well as underscore our employees' solidarity with our colleagues' surviving family members.

If you do not wish to participate in this donation for any reason, please notify HRdirekt as well as the works council in writing.

Naturally, only employees who participate in the employee donation have a right to the above listed benefits.