



Company pension plan for employees covered by collective bargaining agreements

As of February 2022 (applies to entries as of 01.01.2022 and voluntary changers)

PENSION SCHEME 2022 – tariff

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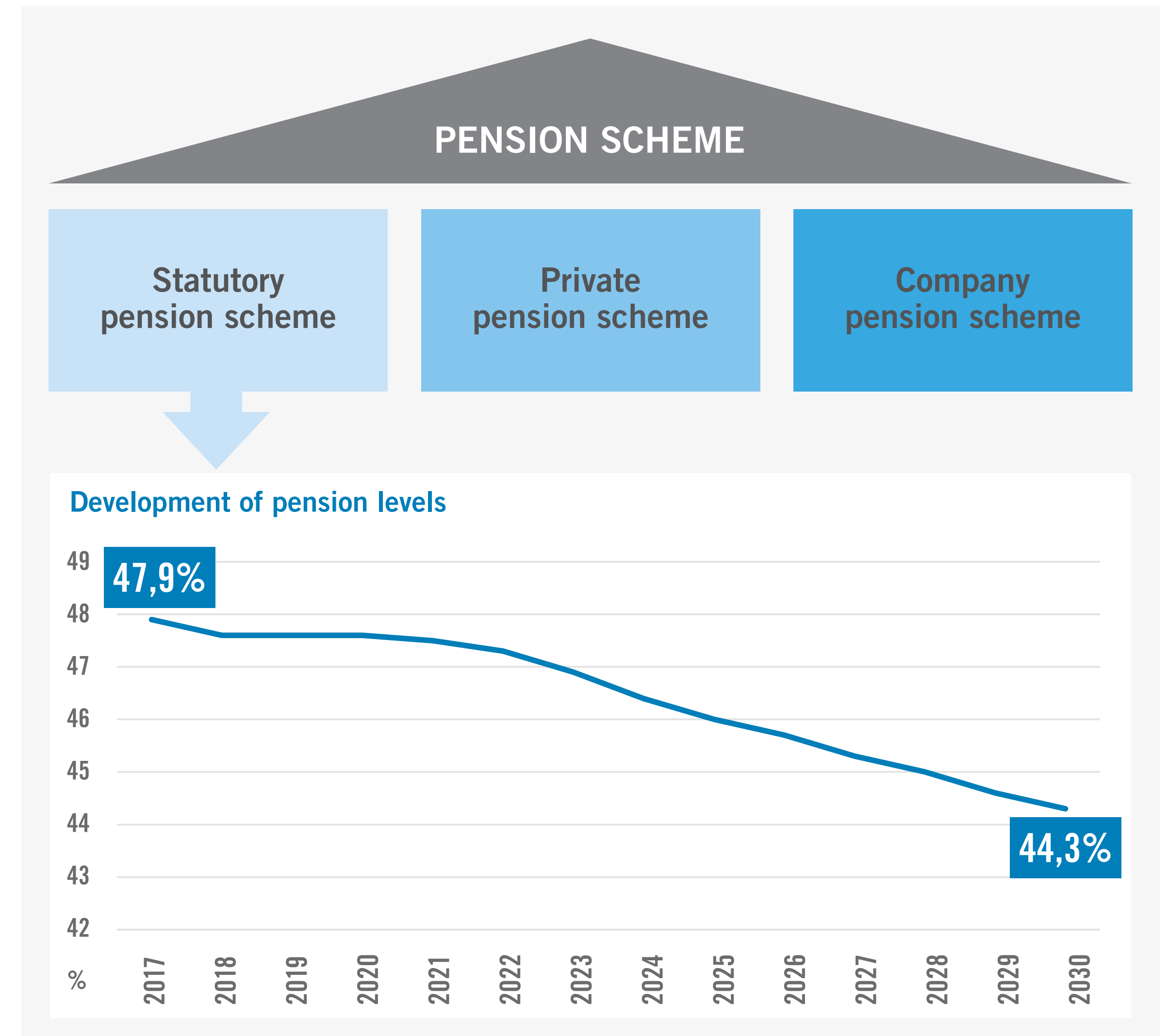
COMPANY PENSION PLAN AT HERAEUS

Making provisions together!

Everyone wants to be well provided for in old age. The most important source of income in retirement will continue to be the statutory pension insurance. However, there remains a gap between the last income received and the pension earned during professional life. The difference increases the higher the salary.

Heraeus helps you to close part of this gap and contributes to your own pension provision with our [pension scheme 2022](#) (VO 2022). As we have a long tradition of company pension schemes, we offer you a combination of collectively agreed contributions and an employer-financed matching contribution, challenging you to do something for your own pension provision through deferred compensation.

However, the support from Heraeus can only be one element for your pension provision. Additional private provision is recommended.



Source: 2015 Pension Insurance Report of the Federal Government

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WHAT DOES COMPANY PENSION SCHEME MEAN AT HERAEUS?

Pension provision at Heraeus is a joint responsibility for both you and us. That's why Heraeus adds the same amount to your own contribution (so-called "Heraeus Matching Contribution"). In this way, we can jointly contribute up to 4% of your pensionable earnings to the Heraeus pension scheme each year.

Tariff employees have the option of using the collectively bargained components described below based on the pension provisions negotiated by the collective bargaining partners.

The contributions are invested in funds on the capital market and the performance is reflected in your individual pension as-sets. As soon as you have reached the age of 62 and retired from Heraeus, you can have this paid out as a lump sum, in up to ten instalments, or as a lifelong retire-ment pension.

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WHICH COMPONENTS ARE THERE?

Personal provision

On a voluntary basis, you can build up future company pension entitlements through **personal provision** in the form of deferred compensation through salary waiver. You determine the amount to be converted yourself.

The advantage for you is that, in contrast to a private pension scheme, every single Euro goes towards your retirement provision, because no taxes are due on the amount paid in and no social security contributions are due up to a limit set by the legislator (“payment from gross”) and as an employee covered by collective agreements, you also receive the chemical tariff subsidy.

Incidentally, you are not committing yourself long term with deferred compensation. In principle, it can be changed for the future. However, retrospective changes are not possible.

The **collectively agreed future amount** can also be used as personal provision for the company pension scheme. From 2022 onwards, this amount will be 23% of a monthly basic salary (plus the chemical tariff subsidy).

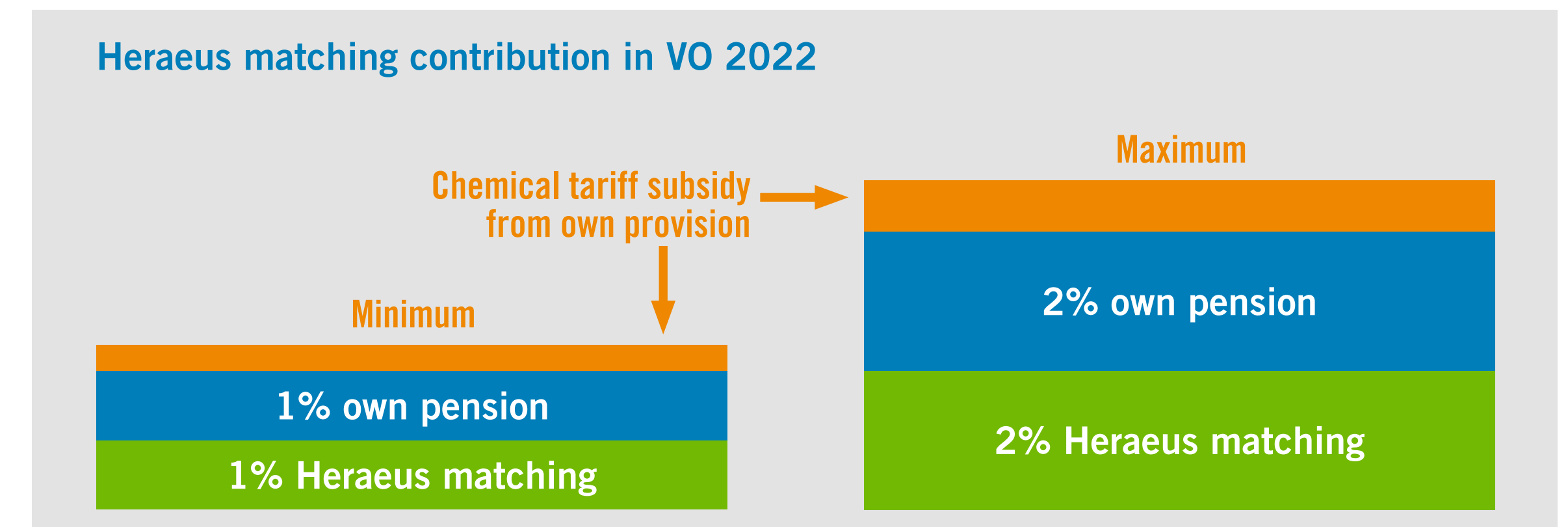
Heraeus Matching Contribution

With the **Heraeus Matching Contribution**, Heraeus encourages you to provide for your own pension, both in the form of the aforementioned salary waiver and the use of the collectively agreed future amount

This is how it works:

If you convert at least 1% of your pensionable earnings and/or from the collectively agreed future amount (“tariflicher Zukunftsbetrag”), the Heraeus Matching Contribution corresponds to exactly this conversion, up to a maximum of 2% of your pensionable earnings.

The Heraeus Matching Contribution is determined by Heraeus on 1 October of each year on the basis of the conversions carried out in the preceding 12 months (i.e., from October of the previous year to September of the current year). The Heraeus Matching Contribution is paid by Heraeus in addition to your salary. It does not mean a reduction in your monthly salary payment. The Heraeus Matching Contribution is shown in the annual pension account statement. The first Heraeus Matching Contribution will be allocated to you after three years of service for the matching-eligible personal provision made up to that point. Thereafter, matching contributions are paid annually depending on your own provision.



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WHICH COMPONENTS ARE THERE?

No costs or commissions

You pay no commission or management fees to insurers or financial services companies.

Collectively agreed pension scheme

Heraeus tariff employees also have a chemical tariff subsidy on the deferred compensation of the basic amount of currently € 478.57 plus € 134.99 – that's € 613.56 per year.

In addition, there are the benefits agreed in the collective agreement on “working life and demography”. In accordance with this agreement, Heraeus currently invests € 350 per employee annually in the company pension scheme. The demographic contribution is also credited to the pension scheme together with a further € 39 additional claim.

In total, a good € 1,002.56 is invested annually for you as a “collectively agreed employee-financed pension”. Heraeus provides the funds for this. For part-time employees, the amounts apply proportionately according to the extent of their employment.

You can take advantage of the collectively agreed pension scheme by agreeing to the deferred compensation declaration.

Structure of tariff subsidies

Pension benefits
(static)

478,57 € + 134,99 €

Demographic amount
(tariff dynamic)

350 € + 39 €

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WHERE IS THE MONEY GOING?

All contributions, regardless of whether they are from personal pension provision, Heraeus Matching Contributions or retirement benefits under collective agreements, are invested in funds on the capital market. The contributions remain invested in the fund until retirement. You have no access to your pension assets during the savings phase. Heraeus guarantees you the sum of all contributions in the event of retirement, so that you do not have to bear the full risk of the fund investment.

This means that if the value of the fund assets resulting from the investment of the contributions is less than the sum of all contributions, Heraeus will cover the difference. If the value is higher, the entire increase in value is of course available to you in the form of the individual pension assets. An annual pension account statement informs you annually about the individual fund assets saved and the contributions accumulated to date, which you will receive automatically.

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HOW ARE YOUR INDIVIDUAL PENSION ASSETS PAID OUT?

You can have your individual pension assets paid out if you retire from Heraeus after the age of 62 or due to disability. In the event of your death, your dependent relatives will receive the pension assets.

As a rule, the payment is made as a lump-sum (gross). At your request, if the other requirements are met

- the pension assets in retirement can also be paid in up to ten (gross) instalments
- the pension assets in retirement and in the event of disability can also be paid as an annuity (gross).

In this case, each instalment is increased by 1% of the previous year's instalment and current pensions are adjusted by 1% every year on 1 July.

If you leave the company before the pension event occurs, the acquired pension entitlements will nevertheless remain, and you will also receive your individual pension assets when the pension event occurs.

With the exception of a claim for a lump-sum payment or resulting instalments that has already arisen after the occurrence of the insured event in retirement, the saved funds cannot be inherited freely – the Company Pensions Act applies here.

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HOW DO INDIVIDUAL PENSION ASSETS ACCUMULATE OVER THE YEARS?

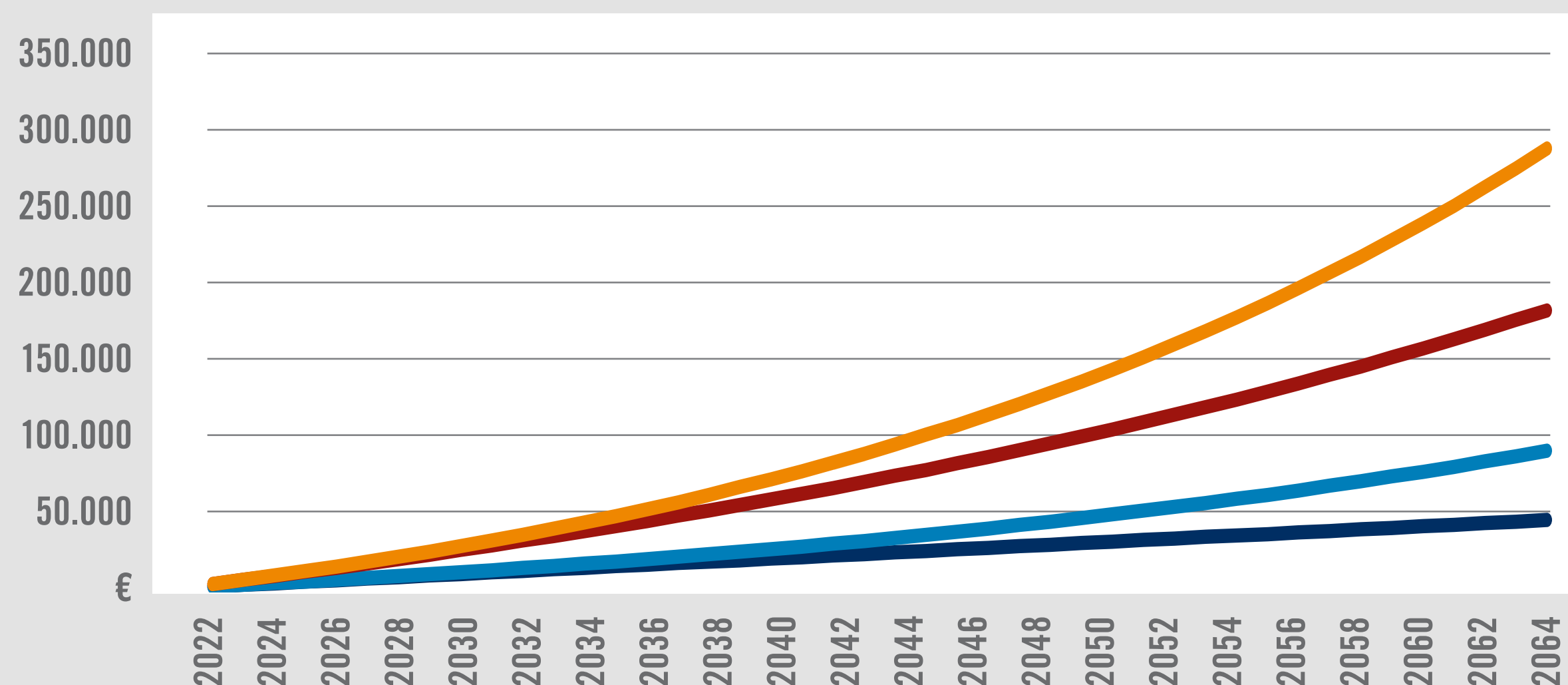
(Non-binding calculation example)

A 24-year-old female tariff employee has a current basic monthly salary of € 3,000. In the first case, she only takes advantage of the above mentioned collective agreement pension until the age of; in the second case, she converts 2% of her basic annual salary into the Heraeus pension each year and receives a Heraeus matching contribution in the same amount. Her salary increases by 2% per year during this period.

In each case, the guaranteed contribution sum and the individual pension assets are shown with an assumed, but not guaranteed, performance of 3% per year for illustration purposes.

Achievable performance

(Employees; starting salary €3,000; salary increase 2% p.a.; born 1998)



Variation 2a:

Employee additionally participates with 2%; non-guaranteed value development 3%

Variation 2:

Employee additionally participates with 2%; guaranteed premium sum

Variation 1a:

Employee only takes advantage of the tariff contribution; non-guaranteed value development 3%

Variation 1:

Employee only takes advantage of the tariff contribution; guaranteed premium sum

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CONTACT INFORMATION

If you have any questions about the pension scheme, please contact HRdirekt.

Phone: 06181 35-4477

E-mail: hrdirekt@heraeus.com

Further information on the Heraeus company pension can be found in the pension scheme 2022 and in the Group company agreement on the reorganization of the company pension scheme 2022.

Both documents can be viewed in Heraeus touch or at HRdirekt.