

# Heraeus



**HERAEUS BENEFITS** – Your **PLUS** on top of your salary.

Status May 2023

## A workplace with many advantages

Heraeus offers its employees many attractive fringe benefits in addition to their salary. These may vary depending on location or position. This brochure provides you with a comprehensive overview of the benefits offered in **Germany**.

Further information on all the topics mentioned below can also be found after your entry in our employee app, Heraeus touch, as well as in the HR Service Portal. If you are missing information on existing offers, we look forward to receiving your feedback at [openspace@heraeus.com](mailto:openspace@heraeus.com).



### Financial benefits

- › Company pension scheme\*\*
- › Life stage account\*\*
- › Tariff future amount\*
- › Travel allowance for public transportation\*\*
- › Bicycle leasing\*\*
- › Discounts for employees
- › Employees recruit employees
- › Anniversary presents\*\*
- › Support fund\*\*
- › Heraeus Social Foundation
- › Employee fund in case of death
- › CareFlex Chemie supplementary long-term case insurance\*



### Healthy together

- › Medical service\*\*
- › Outpatient clinic / physiotherapeutic advice\*\*
- › Corporate Health Management\*\*
- › Balance point: Heraeus Fitness and Health Center\*\*
- › Discounts at other fitness studios\*\*
- › International SOS



### Work-life balance

- › Flexible working hours (flextime / trust-based working hours / time sovereignty)
- › Social counseling / psychosocial counseling
- › Care advice
- › Heraeus Kindergarten\*\*/ Holiday activities\*\*
- › Support with short-term care / family service\*\*
- › Exchange program: Meet the family
- › Cafeteria: Delicious and healthy food\*\*



### You never stop learning

- › Global talent management
- › Digital learning opportunities
- › Management development
- › Annual Review: Employee interviews as well as Performance & Development Appraisal
- › Promotion of in-service training



## Financial benefits

As an employer, we benefit from motivated and dedicated employees who contribute to our business success with passion and pleasure every day. This should be worthwhile for you. That's why Heraeus offers many other financial benefits in addition to attractive remuneration, including within the framework of the collective wage agreement for the chemical industry.



## Financial benefits

### Company pension scheme\*\*

The company pension plan has a 50-year tradition at Heraeus. The Heraeus model combines collectively agreed contributions and personal provision through deferred compensation with an attractive matching contribution financed by Heraeus for employees who joined the company on or after January 1, 2022. Heraeus doubles the employee's own contribution within certain limits. Other pension models apply for employees who joined before 2022.

### Life stage account\*\*

Regardless of whether it's standard pay/salary, time off for seniority, possible chemical tariff payments, vacation days, bonuses or net hours - you can save all of this as a credit balance in the life phase account and take it as paid time off at a later date.

### Tariff future amount\*

Employees covered by collective agreements have been granted a future payment since 2020. From 2022, this will amount to 23% of the monthly pay scale salary. This is a sum of money that can be used for various purposes. What is actually offered in the company is decided by the parties in a company agreement. The possible uses of the future amount can be viewed and applied for in the HR Service Portal.

### Travel allowance for public transportation\*\*

Heraeus supports environmentally conscious behavior. That is why our employees at the Heraeusstrasse/Wilhelm-Rohn-Strasse and Quarzstrasse locations receive a pro-rated travel allowance for using public transportation. This fund is fed by the flat-rate par-

king fee that Heraeus employees pay for the use of parking spaces around the plant premises and a company subsidy. At the Kleinostheim and Bitterfeld sites, subsidies are also granted according to separate models.

### Bicycle leasing\*\*

Employees can lease a bicycle or e-bike from Heraeus at attractive conditions - and thus always be mobile - on the way to work and in their leisure time. Heraeus works together with the leading provider JobRad.

### Discounts for employees

Heraeus offers its employees a wide range of benefits:

#### Corporate Benefits discounts

Through our cooperation with "Corporate Benefits", you receive attractive special conditions from well-known manufacturers and brands. On the platform you will find offers from the areas of cars, travel, fashion, sport & leisure, technology and much more.

#### Fuel discount\*\*

Heraeus employees can refuel at the bft filling station (Brüder-Grimm-Straße 22, 63450 Hanau) at a reduced price on presentation of their company ID.

#### Special conditions in the Heraeus-Gold.de store

Private customers can order precious metal bars from Heraeus as an investment from the online store [www.heraeus-gold.de](http://www.heraeus-gold.de). From gold and silver to platinum and palladium. Minted or cast as bars. From 1 gram to 15 kilos. We cooperate with our long-standing trading partner Ophirum Employees. Heraeus employees receive lu-

crative discounts on the entire range. Important: First register with your Heraeus e-mail address. Further details can be found here: [www.herae.us/goldshop](http://www.herae.us/goldshop)

#### Exclusive insurance service for Heraeus employees

Employees can contact Albatros, a subsidiary of Lufthansa Group, with questions about private insurance, financing and private pension plans. The support service, which is in addition to the group insurance contacts offered by Heraeus, is free of charge for Heraeus employees.

#### Microsoft Home Use Program

Heraeus employees receive a discount on Office365 Home or Office365 Personal.

### Employees recruit employees

Recommend Heraeus to your friends as an attractive employer and convince them to apply for a job at Heraeus. For the successful recruitment of a new employee through your recommendation, we thank you with the "Employees Recruit Employees" program with a one-time special bonus of € 2,000 (gross) for a trained specialist and € 500 (gross) for a trainee or dual student.

### Anniversary gifts\*\*

We are touched by the loyalty and solidarity of our long-standing employees. After 10, 25, 40 and 50 years, we honor them with anniversary presents and/or as part of a special celebration.

## Financial benefits

### Support fund\*\*

Heraeus supports its employees with the support fund when things get tight financially. An interest-free loan of up to € 2,500 can be requested for construction and renovation measures in order to bridge minor bottlenecks.

### Heraeus Social Foundation

Whether self-inflicted or caused by others, more and more people find themselves in a situation in which they are overburdened with debt. The Heraeus Social Foundation is a support fund for active and former employees of the Heraeus Group and their families. Under the motto "listen, speak, act", the foundation offers a comprehensive assistance and counseling program with the support of Heraeus Social Counseling. In financial emergency situations, the Heraeus Social Foundation can provide support in the form of financial aid or interest-free loans to help people help themselves.

### Employee fund in case of death

In the case of death of an employee, the surviving relatives (such as parents, spouses, partners or children) receive a financial donation from the workforce. This employee donation is an expression of solidarity and is intended to be used as a contribution towards funeral costs and grave care.

### CareFlex Chemie supplementary long-term care insurance\*

CareFlex Chemie supplementary long-term care insurance protects employees covered by collective agreements against the risk of long-term care. CareFlex Chemie supplements the benefits of statutory long-term care insurance. Insured persons can top up their basic cover with individual payments and insure family members.



## Healthy together

The physical and mental health of our employees is a top priority for us. Therefore, Heraeus offers extensive medical and social benefits.



## Healthy together

### Medical service\*\*

The Medical Services team is available to advise all employees with health problems. Occupational health care focuses on questions relating to possible work-related illnesses or the influence of private illnesses on the workplace. Employees can also obtain advice on general health issues (e.g. travel medical recommendations for private trips) by telephone or in person.

### Outpatient clinic / physiotherapeutic advice\*\*

The team at the outpatient clinic helps employees with acute health complaints and accidents. In addition, physiotherapeutic advice and diagnosis can be provided for acute and chronic musculoskeletal disorders. In close cooperation with the Corporate Health Management and the Balance Point, employees can benefit from many other health programs (e.g. internal rehab or back risk screening).

### Corporate Health Management\*\*

The Corporate Health Management team is available to advise managers and employees as part of preventive health care. Get an overview of the wide range of individual health promotion opportunities, health screening, seminars and project offers relating to physical and mental health.

### Balance point: Heraeus Fitness and Health Center\*\*

Employees in Hanau can take advantage of the extensive offerings of the company's own health center (Balance Point). In addition to individual training, training courses are available to promote physical and mental health. Various rehabilitation measures are also offered, which can help with existing chronic health problems. The active and relaxed lunch break is free of charge and can be used by all employees outside of working hours without prior notice.

### Discounts at other gyms\*\*

The following gyms offer Heraeus employees special conditions:

- › [Fitness Lounge Wehrheim](#)
- › [clever FIT Bitterfeld](#)
- › [FITSEVENELEVEN in Hanau](#)

You can get further discounts from our cooperation partner Corporate Benefits.

### International SOS

Healthy and safe when traveling - International SOS can advise you on medical and travel safety issues before and during your business trip. It is a free service - also for your private trips, as long as Heraeus does not incur any additional costs.



## Work-life balance

Everyone at Heraeus has other roles and responsibilities in addition to work: as a parent, sibling, friend, athlete or volunteer. It is important to us to organize work at Heraeus in such a way that it is compatible with a fulfilling life for our employees.



## Work-life balance

### **Flexible working hours** (flextime/trust-based working hours/time sovereignty)

Whether flextime, mobile working, sabbaticals or active parental leave - we are continuously working to make working conditions at Heraeus more flexible. Individual solutions can be agreed in consultation with managers depending on the task and area of work. Of course, these must be compatible with the job.

### **Social counseling/psychosocial counseling**

Heraeus social counseling supports employees in stressful life situations. This includes, for example, professional or private conflicts, psychological stress and disorders, addiction, financial or family problems. Managers also receive confidential support with challenging psychosocial management issues in their teams. Every counseling session is conducted in compliance with a statutory duty of confidentiality.

### **Care advice**

As part of our care office, we offer advice and support on the topic of care. In cooperation with external partners, a regional network of facilities and service providers is available to provide support in emergency situations as well as for general care needs. It goes without saying that employees can also obtain expert advice on all care issues relating to the need for care.

### **Heraeus Kindergarten\*\*/Holiday activities\*\***

The Kathinka Platzhoff Foundation's family center provides childcare places at the Hanau site in the direct vicinity of the Hanau site. Heraeus offers children an exciting range of vacation and leisure activities, also in close cooperation with the Kathinka Platzhoff Foundation.

### **Support with short-term care / family service\*\***

The Heraeus social counseling service is available to all employees with competent advice and support on all family-related topics. This includes advice on everything from life planning as a family to returning to work after parental leave. The social counseling service is happy to provide support in finding suitable childcare options.

### **Exchange program: Meet the family**

We take our social responsibility in times of globalization very seriously and promote the topic of diversity - especially at Heraeus. For children of Heraeus employees, we offer the international exchange program "Meet the family" as an opportunity to get to know other cultures through Heraeus employees working around the world and thus make global friends.

### **Cafeteria: Delicious and healthy food\*\***

Wherever we can, we try to do without external service providers and have our own employees provide the catering. After all, the way to the heart is through the stomach. The Heraeus catering team offers nutritionally conscious and varied breakfast and lunch catering for all employees and guests at our locations in the Rhein-Main region. "Job & Fit"-certified by the German Nutrition Society, our team continues to impress internal and external guests with culinary promotions and seasonal offers. The meals in our canteens are subsidized by the employer. Certain groups of people (e.g. trainees) receive additional discounts.



## You never stop learning

At Heraeus, we see learning as a continuous process. To support you in this process, we offer various qualification opportunities. Additionally, our internationally active corporation, consisting of a large number of different business areas, constantly offers new opportunities. If you are interested, it is worth taking a look at our internal jobmarket, but also talking to your manager in person.

## You never stop learning

### Global talent management

With our talent program, we take care of our own management trainees. Heraeus supports internal talents who stand out for their performance and potential in the further development of their professional and personal skills. We support them with individual measures, such as coaching or mentoring, on their way to greater responsibility.

### Digital learning opportunities

With the digital Learning Management System (LMS), as part of myHR, Heraeus will gradually offer new digital learning and e-learning opportunities. The various learning videos can also be used for private training and can be accessed via smartphone.

### Management development

Heraeus offers basic training for new managers based on the Heraeus Leadership Model in order to convey a uniform understanding of leadership.

### Annual Review: Employee interviews and Performance as well as Development Appraisal

Giving employees guidance and fostering a culture of dialog are key objectives of the Heraeus Leadership Model. As an employee, take advantage of the opportunities offered by the Annual Review: ask questions, contribute ideas and share your perspective on collaboration!

### Promotion of in service-training

In individual cases, Heraeus supports vocational qualification measures that are geared towards the needs of the company and are carried out on a part-time basis. A Group works agreement entitled "Professional Development" was concluded for this purpose.

## Follow us



[kununu](#)



[LinkedIn](#)



[Xing](#)



[Twitter](#)



[YouTube](#)

\*These benefits are collectively agreed benefits under the collective agreement for the chemical industry.

\*\*The services listed may vary depending on the location and target group.