

Information for external companies and other visitors to the Heraeus Group

Changed access rules for the Heraeus Group's sites in the Rhine-Main region

1. Introduction

The Heraeus Group takes all appropriate measures to minimize the risk of infection for our employees and visitors. For this reason, the Heraeus Group is tightening the access rules for the Heraeus sites in Hanau, Kleinostheim, Wehrheim, and Alzenau.

As of October 01, 2021, externals must either be vaccinated, tested or recovered in order to access the Heraeus sites ("3G rule"). This means that any external person must present either

1. a proof of a Corona vaccination, **or**
2. a proof of recovery, **or**
3. the negative test result from an official testing facility
(max. 72 hours old - principle: testing twice a week)

to be granted access to our factory premises. The corresponding proof must be shown when entering the factory premises and must be carried along for further checks.

Please observe the new regulations for the protection of all employees working on the site and inform your employees in good time about the upcoming changes.

2. Valid verification documents

The following verification documents will be accepted to gain entry:

2.1 Proof of vaccination (minimum: first vaccination)

- Vaccination certificate (in individual cases also as a copy) **or**
- Digital vaccination certificate (digital or paper) **or**
- Official vaccination certificates of other countries

2.2 Proof of recovery (up to 6 months after infection)

- Letter from the health department **or**
- Evidence of a positive PCR test (from day 28 after PCR test) **or**
- Recovery certificate

2.3 Results of a COVID-19 test or PCR test

- Written results of a testing facility, noting:
 - In principle, no rapid test carried out outside an official testing facility
 - Negative test result must not be older than 72 hours (principle = 2 tests/week).

3. Procedure in the absence of evidence

Please be prepared for the fact that, as of October 1, 2021, you will no longer be granted access without presenting one of the documents listed under point 2. For this reason, please carry the documents with you whenever you visit our sites so that they can be inspected by the site security during access control.

4. Exceptions or deviating rules apply to:

4.1 Freight carriers and courier, express and parcel services (CEP)

Freight carriers and CEP operating exclusively in the outside area may load and unload without proof. Members of this group of persons who have been granted access without presenting one of the documents mentioned under point 2 are prohibited from entering any buildings. This requirement thus also excludes the possibility of using generally accessible facilities such as canteen areas and WC facilities on the plant premises.

For the entire duration of the stay, it is compulsory to wear a mouth-nose protection (medical mouth-nose protection or FFP-2 mask) and to keep the distance of at least 1.5 m.

4.2 Temporary workers employed by the Heraeus Group

Temporary employees who are in a permanent employment relationship with the Heraeus Group and who are deployed on the basis of an employee leasing agreement between a Heraeus Group company and a personnel service provider are not subject to the above obligation to provide proof.

4.3 Employees at the major construction sites Building 191 (Kleinostheim) and Buildings 540 and 565 (Hanau)

Employees of the above-mentioned large construction sites are not subject to the above-mentioned verification requirement. If you are unsure about the applicable Corona regulations, please contact the site management responsible for you.

4.4 Other visitors without a work assignment from the Heraeus Group

If you are unable or unwilling to comply with the conditions set out in point 1 above, please contact your visit recipient prior to your visit so that a suitable solution can be found together to deal with the matter.

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5. Notes on data protection

What data and sources do we use?

We only use the so-called 3G proof to decide whether access to the factory premises can be permitted. We receive the proof directly from you upon request. We do not store any data in this context and do not keep any lists of your status. In order that you - as long as this regulation applies - can easily pass the factory entrances, we will provide you with a colored inspection card on a voluntary basis in individual cases, which only shows us that you have already provided the required proof and, if this is limited in time, how long this proof is valid.

What do we process your data for and on what legal basis?

We process the data exclusively for the purposes of pandemic prevention. This data processing is solely for the purpose of protecting the health of Heraeus employees and other visitors and maintaining business operations in critical operational areas. The legal basis is Art. 6 para. 1 lit. f) DSGVO, the legitimate interest of Heraeus to protect its employees, other visitors and to maintain business operations. The health protection of Heraeus employees and other visitors is a top priority for Heraeus. Temperature measurements are only carried out in the event of access to particularly critical operating areas that are of very considerable economic importance to Heraeus

What rights do you have?

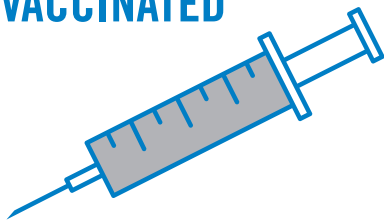
You have the data protection rights that result from the data protection information for visitors, which is published at www.heraeus.com/privacy. You can revoke any consent at any time with effect for the future.

If you have any further questions, you can contact our data protection officer at datenschutzbeauftragter@heraeus.com.

From October 1, 2021

On the Heraeus sites in Hanau, Kleinostheim, Wehrheim and Alzenau, **external persons will only be granted access with written proof of being vaccinated, recovered or tested ("3G rule"):***

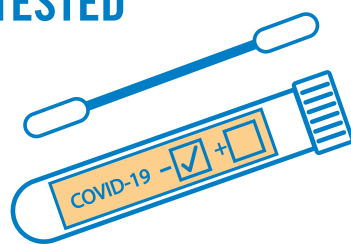
VACCINATED



Minimum first vaccination

- Vaccination certificate
- or*
- Digital vaccination certificate
- or*
- Official vaccination certificates of other countries

TESTED



Not older than 72 hours

- Written test results from an official testing facility

RECOVERED



Up to 6 months after infection

- Letter from the health department
- or*
- Evidence of a positive PCR test (from day 28 after PCR test)
- or*
- Recovery certificate

* deviating rules under point 4 on the other side of this information sheet.