

Annex to the Sample Contract for the Temporary Assignment of Employees dated

Declarations on Information by the Client addressed to the Temporary Work Agency regarding the classification of its establishment to a sector, terms and conditions of employment of the employee comparable to the assigned employee/s in the establishment of the Client and other regulations of the Client's establishment favourable to the assigned employees

1. Sector classification:

a) Classification as skilled crafts and trades

() We are an establishment of the skilled crafts and trades and, therefore, no sector-specific supplemental payments are to be paid at our establishment. Our establishment is registered with the register of crafts and trades kept by the Chamber of Crafts and Trades _____ as set out in the attached written certificate of individual information issued by the Chamber of Crafts and Trades or the copy of the craftsmen's card respectively.

b) Membership in an employers association and application of the relevant collective labour agreement

() We are a member of the employers' association _____ of the relevant industry sector and apply, at the relevant establishment, the relevant collective labour agreement of the

- Metal and Electrical Industry
- Chemical Industry
- Rubber Processing Industry
- Plastics Processing Industry
- Railway Industry
- Wood and Plastic Processing Industry
- Textile and Garment Industry
- Paper, Cardboard and Plastics Processing Industry
- Printing Industry - commercial
- Potash and Rock Salt Mining
- Paper Manufacturing Industry - commercial

to the full extent.

c) Classification as a member of the relevant industry

() Irrespective of the membership of an employers' association we belong to the following industry sector

- Metal and Electrical Industry (no craft and trades)
- Chemical Industry (no craft and trades)
- Rubber Processing Industry
- Plastics Processing Industry
- Railway Industry
- Wood and Plastic Processing Industry
- Textile and Garment Industry
- Paper, Cardboard and Plastics Processing Industry
- Printing Industry - commercial
- Potash and Rock Salt Mining
- Paper Manufacturing Industry - commercial

At our establishment,

() No collective labour agreement

() the following collective labour agreement(s):

() the following collective labour agreement(s) only partly:

applies/apply.

d) Auxiliary or companion plants belong to the plant

() Our establishment is an auxiliary and subsidiary establishment (e.g. repair, components, assembly or service establishment) of an establishment belonging to one of the following industry sectors (section 1 No. 2 of the relevant collective labour agreement on sector-specific supplemental payments):

- Metal and Electrical Industry (no craft and trades)
- Chemical Industry (no craft and trades)
- Rubber Processing Industry

- Plastics Processing Industry
- Railway Industry
- Wood and Plastic Processing Industry
- Textile and Garment Industry
- Paper, Cardboard and Plastics Processing Industry
- Printing Industry - commercial
- Potash and Rock Salt Mining
- Paper Manufacturing Industry - commercial

Note: In the cases of an auxiliary establishment of a principal establishment that is covered by the scope of a relevant collective labour agreement on sector-specific supplemental payments, the sector classification of the auxiliary establishment follows that of the principal establishment.

A subsidiary establishment is given if the principal establishment and the subsidiary establishment have the same owner. The sector classification of the principal subsidiary establishment is decisive for the sector classification of the subsidiary establishment. However, no subsidiary establishment is given if the relevant establishment is operated in an independent legal entity (e.g. KG [limited partnership], OHG [general partnership], GmbH [company with limited liability]).

e) Mixed establishments

() Our establishment is a mixed establishment where different work purposes are pursued (e.g. metal working and sales) and / or different collective labour agreements apply. Most of the working time of our employees is to be classified as for work purposes or a collective labour agreement of the following sector of industry:

- Metal and Electrical Industry (no craft and trades)
- Chemical Industry (no craft and trades)
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2. Terms and conditions of work

We exercise the option pursuant to Section 2 (para. 4) of the collective labour agreements on sector-specific supplemental payments (capping regulation) and declare accordingly:

() The current hourly pay regularly paid (this includes at any rate the basic pay and regular supplements and surcharges such as e. g. the productivity bonus in the metal-working and electrical industry) to a regular employee comparable to those of the assigned employee amounts to _____ euros.

() We do not employ any comparable regular employees at our establishment. If we were to hire the assigned employee, he would receive a current regular hourly pay of _____ euros.

3. Other benefits for temporary agency employees

At our establishment, there are

- no
 the following

agreements / regulations or unilateral commitments in favour of temporary agency employees.

4. Prior deployment of the assigned employee in the establishment of deployment

In the last three months prior to the assignment, the assigned employee

- was deployed and last had a deployment period of _____ months / weeks/ days and attained the supplemental payment of the grade _____ or

- was not deployed

as temporary agency employee to the establishment of the Client.

5. Supplemental Payments at the establishment of assignment

The regular weekly working time is: _____ hrs

The supplemental payment for night work is: _____%

The supplemental payment for Sunday work is: _____%

The supplemental payment for public holiday work is: _____%

The supplemental payment for work on Christmas' Eve and New Year's Eve after 2 pm is: _____%

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Date, signature of the Client