



HelloFresh SE  
Prinzenstr. 89, 10969 Berlin

Christoph Brücke-Wendorff  
Am Bleicheberg 11  
06484 Quedlinburg

Berlin, 05.09.2024

### **Convenience Translation – Warning for refusing to come to the office**

Dear Mr. Brücke-Wendorff,

We are writing to formally warn you regarding your recent conduct. Specifically, we have identified the following issue:

At HelloFresh SE, the company agreement on the framework conditions for mobile working is in effect and applicable to your employment. According to this agreement, there is no option for mobile work on Team and Company Days, and there is an obligation to perform work duties at the HelloFresh SE workplaces.

You failed to meet this obligation on July 30, 2024, August 2, 2024, and August 9, 2024. Subsequently, your supervisor, Manojkumar Gupta, reminded you via email on August 12, 2024, to adhere to the obligations arising from the company agreement. Despite this reminder, you again failed to perform your work duties at the HelloFresh SE workplaces on August 13, 2024, and August 15, 2024, and did not comply with the aforementioned obligation. There is no indication that an exception provided for in the company agreement applies in this instance.

We consider this behavior to be a breach of your contractual duties. We must emphasize that such breaches of duty are unacceptable, and we hereby issue a final warning, requiring you to fulfill your contractual obligations properly in the future. Should you fail to comply with this directive and violate your employment contract obligations again, you may face extraordinary or ordinary termination of your employment.

A copy of this warning will be added to your personnel file