

HelloFresh SE, Prinzenstraße 89 10969 Berlin

Statement of the Works Council

The Works Council herewith responds to the termination of Christoph Brucke-Wendorff, making reference to the hearing received on 13.11.2024 for a termination without notice.

☐ The Works Council agrees to the termination.

OR

☐ The Works Council does not wish to comment on the intended measure.

OR

☐ The Works Council raises concerns about the termination.

OR

☒ The Works Council objects to the termination.

Justification:

The Personnel Committee objects to the individual staff measure, in accordance with §102 (3) 5 BetrVG.

Christoph Brucke-Wendorff's (Christoph) employment is being terminated due to non-compliance with the hybrid works agreement. However, when Christoph was interviewing for his role at HelloFresh SE, he made it very clear to the Talent Acquisition (TA) team that he lives several hours outside of Berlin, and could only come to the office one day/week. He was told this was acceptable, as at the time there was only one mandatory team day per week.

During his time as a HelloFresh employee, he received very positive feedback about his performance and there were no concerns regarding his mostly-remote work setup.

When a new hybrid agreement came into place on 01.06.2024 that mandated 3 days in office per week, Christoph sent an email to the Works Council stating that having to come to the office at this frequency would cause undue hardship due to his location outside of Berlin: the commute would take 2.5 hours.

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Christoph is happy with the work that he does, as is his team, and he informed us that he is working on a high priority project that even the CEO is aware of. It is clear based on all of the above that there is no justification for a dismissal without notice—and it is in fact harmful to Christoph, his team, and the organization to do so.

Thus, the Personnel Committee has grounds to believe that Christoph could be kept on after a change in the terms of their contract, namely a remote contract within Germany, given that they have indicated their agreement to such a change.

Berlin, 15.11.2024

Place, Date

DocuSigned by:
Deborah Birnbaum 
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Name/Signature of Chairperson