



STRONG & SECURE:

More than just a salary



Time is quality of life

- 38h full-time week until 12/2025
- 35h full-time week from 01/2026
- 30 days of annual leave
- Additional 3 days off in 2025
- Flexibility in everyday working life:
 - Mobile working
 - Flexible working hours
- Possibility of longer periods of leave or sabbaticals



Education

- Educational vacation
- Wide range of further training courses
- Intercultural trainings



Health

- Company doctor
- Health measures
- Subsidy for sports & fitness offers
- Running training
- Ergonomic workstations
- Volleyball team & court
- Subsidy for canteen meals



Mobility

- Subsidy for *Deutschlandticket*, job ticket and job bike
- Free parking (also with electric charging stations)
- Good transport connections: A4, train station *Grenzstr.*, bus stop *Flugzeugwerke* (lines 77 and 80)
- Preferential conditions for car leasing



Team-Spirit & Family

- Sports events
- Children's holiday camp
- Children's Christmas presents



Location

- Dresden has a high quality of life:
 - Culture and sports: trendy neighborhood, student district, historic old town
 - Surroundings/nature: Elbland with highlights, e.g. Königstein Fortress & Saxon Switzerland (Bastei), Moritzburg Castle



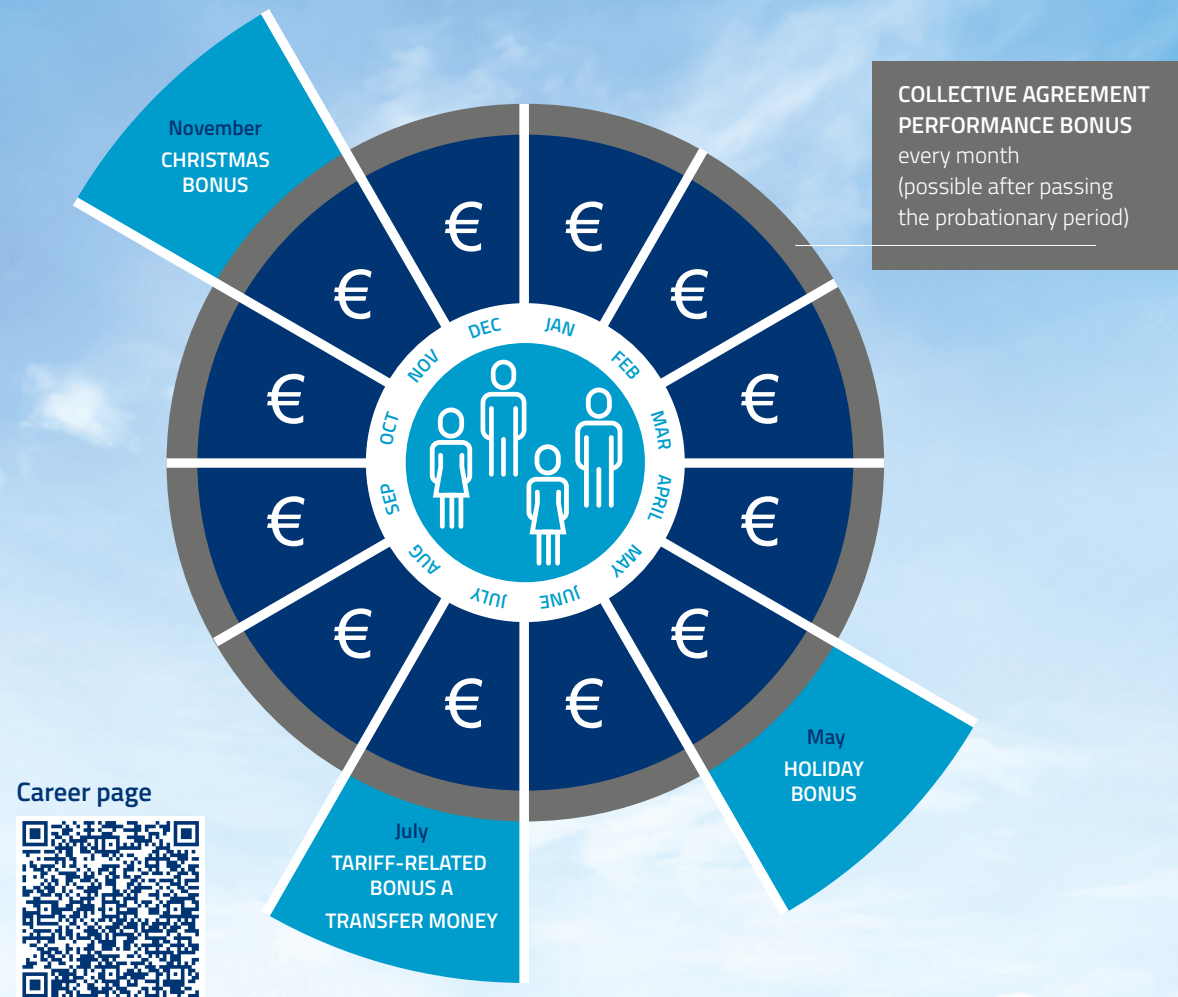
Looking to the future

- Company pension plan (with benefits from EFW)
- Special conditions for occupational disability insurance without health questions
- Individual retirement planning
- Partial retirement possible
- Lifetime working time account



Sustainability

- Giving new life to airplanes
- 2,500 trees planted per year
- Power supply from 100% renewable energies
- Insect-friendly flowering meadows on the company premises
- Provision of workwear in the production area
- Return of the collected rainwater as groundwater into the natural water cycle



PAY AND BONUSES

Remuneration

- Bonuses for overtime, Sunday, public holiday and night work, aggravations
- Bonuses for suggestions for improvement
- Finder's reward program – Employees recruit employees
- Employee profit-sharing scheme (Company regulations on participation in the company's success)

Transfer money

- 18.4% of an average monthly salary for entries until 31.01.

Probationary periods

- E1 to Z5: 2 months
- E6 to Z8: 4 months
- From E9: 6 months

Holiday bonus (50%)

- 1st year of employment: Payment always in the following month, after utilisation
- From the 2nd year of employment: Payment in May

Christmas bonus

- 25% after 6 months with the company
- 35% after 12 months with the company
- 45% after 24 months with the company
- 55% after 36 months with the company of an average monthly salary

Tariff-related bonus

- Tariff-related bonus A – 27.5% of an average monthly salary for entries until 31.01.
- Tariff-related bonus B will be eliminated between 2025 & 2027 as compensation for 35h full-time week

Collective agreement performance bonus

- Possible after passing the probationary period

The amount of the personal gross annual salary in the first year of employment is largely determined by the starting date, as certain collectively agreed payments are linked to the length of service (see above).