

Fresenius Compensatory Time Account

Play. Pause. Fast forward.

Overview of deviating regulations

	Companies in the collective bargaining agreement for the chemical industry	Vivonic GmbH	Fresenius Kabi Logistik GmbH
Tariff module / employer contribution	<ul style="list-style-type: none"> - Annual tariff module from Fresenius - The amount depends on age. Older employees receive a higher tariff module. - You can find more information about the procedure here. 	<ul style="list-style-type: none"> - 670 euros for full-time employees - Part-time employees receive the contribution proportionally according to their degree of part-time employment 	<ul style="list-style-type: none"> - Annual tariff module from Fresenius - The amount depends on age. Older employees receive a higher tariff module. - You can find more information about the procedure here.
Own contributions	<ul style="list-style-type: none"> - Up to 10 % of the monthly (collectively agreed) salary (up to 20 % from age 50) - Up to 10 vacation days (per year) <ul style="list-style-type: none"> - Executive Staff: up to 5 vacation days (per year) - Anniversary benefits from the 20th anniversary onwards - Free hours for old-age employees - Overtime including supplementary pay (partially location-specific) - Tariff-based Future Payment - Up to 100% of the target variable - Proceeds from participating in long-term incentive programmes 	<ul style="list-style-type: none"> - Up to 10 % of the monthly gross salary - Up to 100% of the target variable - Up to 10 vacation days (per year) <ul style="list-style-type: none"> - Executive Staff: up to 5 vacation days (per year) - Time credit - Proceeds from participating in long-term incentive programmes 	Analog to the regulations of the companies in the collective agreement of the chemical industry.

This document is a simplified representation of the company-wide works agreement "Langzeitkonten" of 16.11.2009, the guideline „Langzeitkonten“ of 05.11.2021 and the regulations of the „Überleitungsvereinbarung“ of 17.01.2017 and is for information purposes only.

Only the company-wide works agreement, the guideline and the transition agreement are legally binding.

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Leave of absence possibilities	<ul style="list-style-type: none"> - Break - Further professional development - Care - Early retirement 	<ul style="list-style-type: none"> - Further professional development - Care - Early retirement 	Analog to the regulations of the companies in the collective agreement of the chemical industry.
Interest	<ul style="list-style-type: none"> - Guaranteed interest rate of 2.25 % - Interest rate for the year 2022 2.275 % 	<ul style="list-style-type: none"> - Guaranteed interest rate of 0.25 % - Interest rate for the year 2022 2.275 % - You can find more information on the capital investment here. 	Analog to the regulations of the companies in the collective agreement of the chemical industry.