

## Fresenius Compensatory Time Account

Play. Pause. Fast forward.

### Overview of deviating regulations

	<b>Companies in the collective bargaining agreement for the chemical industry</b>	<b>Vivonic GmbH</b>	<b>Fresenius Kabi Logistik GmbH</b>
<b>Tariff module / employer contribution</b>	<ul style="list-style-type: none"> <li>- Annual tariff module from Fresenius</li> <li>- The amount depends on age. Older employees receive a higher tariff module.</li> <li>- You can find more information about the procedure <a href="#">here</a>.</li> </ul>	<ul style="list-style-type: none"> <li>- 670 euros for full-time employees</li> <li>- Part-time employees receive the contribution proportionally according to their degree of part-time employment</li> </ul>	<ul style="list-style-type: none"> <li>- Annual tariff module from Fresenius</li> <li>- The amount depends on age. Older employees receive a higher tariff module.</li> <li>- You can find more information about the procedure <a href="#">here</a>.</li> </ul>
<b>Own contributions</b>	<ul style="list-style-type: none"> <li>- Up to 10 % of the monthly (collectively agreed) salary (up to 20 % from age 50)</li> <li>- Up to 10 vacation days (per year)               <ul style="list-style-type: none"> <li>- Executive Staff: up to 5 vacation days (per year)</li> </ul> </li> <li>- Anniversary benefits from the 20th anniversary onwards</li> <li>- Free hours for old-age employees</li> <li>- Overtime including supplementary pay (partially location-specific)</li> <li>- <a href="#">Tariff-based Future Payment</a></li> <li>- Up to 100% of the target variable</li> <li>- Proceeds from participating in long-term incentive programmes</li> </ul>	<ul style="list-style-type: none"> <li>- Up to 10 % of the monthly gross salary</li> <li>- Up to 100% of the target variable</li> <li>- Up to 10 vacation days (per year)               <ul style="list-style-type: none"> <li>- Executive Staff: up to 5 vacation days (per year)</li> </ul> </li> <li>- Time credit</li> <li>- Proceeds from participating in long-term incentive programmes</li> </ul>	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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<b>Leave of absence possibilities</b>	<ul style="list-style-type: none"> <li>- <a href="#">Break</a></li> <li>- <a href="#">Professional development</a></li> <li>- <a href="#">Care</a></li> <li>- <a href="#">Early retirement</a></li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Professional development</a></li> <li>- <a href="#">Care</a></li> <li>- <a href="#">Early retirement</a></li> </ul>	Analog to the regulations of the companies in the collective agreement of the chemical industry.
<b>Interest</b>	<ul style="list-style-type: none"> <li>- Guaranteed interest rate of 2.25 %</li> <li>- Interest rate for the year 2022 2.275 %</li> </ul>	<ul style="list-style-type: none"> <li>- Guaranteed interest rate of 0.25 %</li> <li>- Interest rate for the year 2022 2.275 %</li> <li>- You can find more information on the capital investment <a href="#">here</a>.</li> </ul>	Analog to the regulations of the companies in the collective agreement of the chemical industry.