

# Tariff-based future payment

## Intended use: Compensatory time account

Whether a sabbatical, further training, care for relatives or early retirement - the compensatory time account offers you various options for days in lieu and more flexibility for your career planning. Together with Fresenius, you build up credit for paid days in lieu. You can decide for yourself whether and how much you wish to contribute.



**You can contribute your annual tariff-based future payment as your employee contribution to the compensatory time account.**

**Future payment:  
23% of your monthly agreed rate  
of pay as a contribution to your  
compensatory time account**



You can find detailed information on the compensatory time account at:  
<https://www.fresenius-benefits.de/en/leben-arbeiten/langzeitkonto/home>

### You would like to transfer your future payment 2023 to your compensatory time account?

**You have already selected the compensatory time account and would like to keep the intended use:**  
You do NOT need to submit a new selection form; your selection will continue to be valid for 2023.

**You have not yet selected an intended use or would like to change your choice:**

- 1. Step:** Complete and sign the selection form.
- 2. Step:** Return the selection form. Please make sure you note the deadline: CHR need to receive your selection form by **31.10.2022**.

The entitlement for 2023 is determined on the reference date 02.01.2023.

The tariff-based future payment will be transferred to the compensatory time account as a one-off payment with the April 2023 payroll. If you do not yet have a compensatory time account, one will be automatically opened for you.

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### What else you need to know

#### Participant group:

Employees covered by the negotiated agreement, within the scope of the “Moderne Arbeitswelt” [modern working world] collective agreement of 22.11.2019, the “Tariflicher Zukunftsbetrag” [tariff-based future payment] company-wide works agreement of 12.08.2020, as well as the “Langzeitkonto” [compensatory time account] company-wide works agreement of 16.11.2009.

Pay-scale employees who, on the first working day of the entitlement year (reference date), receive remuneration or continued remuneration from an employment relationship that has not been terminated are entitled to the tariff-based future payment.

Please note that it is not possible for the following groups to contribute to the compensatory time account:

- Fixed-term employees and temporary staff
- Employees in partial retirement
- Employees who are already on leave or whose compensatory time account is already sufficient for days in lieu until the start of retirement.

#### Is there a requirement for income tax and social security contributions?

Your tariff-based future payment remains free of tax and social security when you pay into the compensatory time account. Only the payment which is salary for the days in lieu is subject to tax and social security contributions.

#### I am transferring my tariff-based future payment to my compensatory time account. What happens if I leave the company at a later date?

If you leave Fresenius and have not used your compensatory time account for days in lieu, you will not lose your credit balance from your own contributions - including the tariff-based future payment. It can either be transferred to your new employer or the statutory pension scheme, or paid out directly to you.

### Questions? Speak to us at:

[zukunftsbetrag@fresenius.com](mailto:zukunftsbetrag@fresenius.com)  
or 06172/608-1333

Corporate Human Resources

