

Tariff-based future payment

SELECTION OF INTENDED USE

Surname, first name

Personnel number

Company

Please note:

- The “compensatory time account” and “PlusCard” options are not available for all employees (see notes on the reverse).
- If you choose the intended use PlusCard, please return the completed application form for the PlusCard directly.
- If you only want to change the tariff option of your PlusCard, you do not need to submit a new selection form. All you need to do here is send us the completed application form with your new tariff option.

2023

Please tick whether you wish to use your future payment* in full for **one** of the intended uses or a **combination** thereof:

or

I would like to use the full amount of the future payment 2023 for one of the following intended uses:

- Days in lieu:** I would like to take the maximum number of days in lieu. (For employees with a 5-day week: 5 days).
- Compensatory time account:** The future payment will be transferred to the compensatory time account.
- Cash Payment:** The future payment will be paid out
- PlusCard:** The contribution payment for the PlusCard is financed from the future payment. Any remaining balance will be paid out.

I would like to use the future payment 2023 combined:

- Days in lieu:** I would like to take 4 3 2 1 day(s) in lieu. The **remaining amount** shall (only one selection possible):
 - be contributed to the **compensatory time account**.
 - be **paid out**.
 - be used for the payment of contributions to the **PlusCard**.
- PlusCard & Compensatory time account:** The contribution payment for the PlusCard is financed from the future payment. Any remaining balance will be transferred to the compensatory time account.

*The entitlement to the tariff-based future payment arises from the provisions of the collective agreement “Moderne Arbeitswelt” [modern working world] of 22.11.2019.

I have taken note of the additional information on the reverse:

Place and date

Signature of employee

Please return the selection form by 31.10.2022

- scanned by e-mail to zukunftsbeitrag@fresenius.com or
- by internal mail to **FSE/Corporate Human Resources Zukunftsbeitrag/Bad Homburg** or
- hand it to the person responsible for you in remuneration management/payroll accounting.

You will receive a confirmation of your selection by the end of November.

If you do not receive a confirmation letter, please contact CHR.

This document is a simplified representation of the provisions of the „Moderne Arbeitswelt” [modern working world] collective agreement of 22.11.2019 and the „Tariflicher Zukunftsbeitrag” [“tariff-based future payment”] company-wide works agreement of 12.08.2020 and is for information purposes only. Only the collective agreement and the company-wide works agreement are legally binding.

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ADDITIONAL INFORMATION

1. The intended use selected also applies to subsequent years until you make a new selection.
2. If we **have not received a selection form** from you by **31.10.2022** (and we do not have a selection form from the previous year), the tariff-based future payment for 2023 will be transferred to the **compensatory time account** in April 2023. For employees for whom the purpose of the compensatory time account does not apply (see note number 3), a payment will be made with the April 2023 payroll.
3. Intended use **compensatory time account** does not apply to
 - 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.
4. According to the modern working world collective agreement, trainees and temporary workers cannot choose between different uses.
5. Intended use **PlusCard** does not apply to fixed-term employees.
6. Intended use **days in lieu**

There is an entitlement to five days in lieu for the year 2023. This applies to employees with a five-day week. The entitlement to days in lieu is less for employees whose regular working hours are spread over fewer than five days per week. For the St. Wendel site, this means an entitlement to 4 days off for a 35-hour week (equivalent to a 4.67-day week).

If the actual entitlement to days in lieu determined on the reference date of 02.01.2023 is lower than the number of days in lieu requested ticked in the selection form, only the days in lieu the employee is actually entitled to may be taken. If the actual entitlement is higher, the number of desired days in lieu ticked in the selection form will apply.

In accordance with the provisions of the company-wide works agreement "Tariff-based future payment" of 12.08.2020 only full days can be claimed as days in lieu.

If the employee does not make full use of the days in lieu or if the days in lieu already applied for are not used for personal reasons (e.g. illness), the corresponding portion of the future payment will be paid out with the April payroll of the calendar year following the year of entitlement.
7. If the employee decides to use the **compensatory time account**, the following applies:

The credit resulting from the contribution to the compensatory time account, including the employer's share of the total social security contribution contained therein, is secured against insolvency, with the help of a trustee, Allianz Treuhand GmbH, by taking out a "trust agreement to secure credit balances from working time accounts" in a suitable manner within the meaning of S. 7 (e) SGB IV (Social Security Code, Vol IV). The trust agreement can be viewed at any time in the HR department.

Personal and other data, as well as the data required to manage and invoice the credit on the compensatory time account in the event of insolvency are collected, processed and used by the administrator in accordance with the provisions of the company-wide works agreement "compensatory time account". In the event of the company's insolvency, the administrator is entitled to make this data available to the trustee for the purposes of accounting and payment of the credit to the employee.
8. If the employee opts for the **cash payment** purpose, the tariff-based future payment will be paid out with the April payroll 2023.