

Childcare allowance

Bearbeitungsvermerke HR FlexBenefits:

Lohnarten____

Berechtigung besteht / Nachweise vollständig:___

Form

We confirm that the child/children attend(s) the facility listed below

Surname, first name Date of birth Start date exp. end date mth. contribution Surname, first name Date of birth Start date exp. end date mth. contribution Employed legal guardian¹: Personnelnumber: Further information (e.g. different amounts of several children etc.): Daycare centre Childminder	Surname, first name	Date of birth	Start date	exp. end date	mth. contribution
Employed legal guardian':					
Employed legal guardian¹:	Surname, first name	Date of birth	Start date	exp. end date	mth. contribution
Employed legal guardian¹:					
Date, stamp and signature of the organisation Please send a monthly proof of support to responsible payroll manager. Prequest the payment of the childcare allowance of EUR 38.35 EUR per month per child. the payment of the childcare allowance of EUR 30.00 per month as part of the FlexBenefits budget?. the payment of the FlexBenefits allowance of a maximum of EUR 30 per month. ³ The FlexBenefits budget is to be used from the next possible date so of When changing the use of the FlexBenefits budget: Previous use for Only one allowance is paid per child, if both parents work for Fresenius SE & Co. KGaA or a domestic subsidiary, the childcare allowance will only asid to one parent. Please take this into account when applying for the allowance! Only possible if the regular kindergarten subsidy has already been approved for the current year. Confirmation from the institution is not required. Declaration of the legal guardian: I have enclosed the required proof of purchase / information. I have taken note of the information on the back side. Please submit the application	Surname, first name	Date of birth	Start date	exp. end date	mth. contribution
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	, 5				
via e-mail to <u>fresenius-benefits@fresenius.com</u> or					
 via internal mail to FSE/Group Human Resources/Benefits, Bad Homburg 					



Childcare allowance

Does the allowance increase if i have more than one child?

There is an allowance of up to EUR 38.35 per month for each child. However, the allowance from the FlexBenefits budget does not increase.

Which costs are subsidised?

The costs for childcare and meals are subsidised.

What happens during periods without (continued) payment?

Employees without ongoing remuneration (e.g. during parental leave) are not entitled to the FlexBenefits Budget and can therefore no longer take advantage of the offer. In the event of illness, the allowance will continue to be paid for up to 12 months. A new application is only possible when you receive a regular salary again.

How long is the allowance paid for?

The application is only valid for one 'kindergarten year'. The form must be resubmitted at the end of the 'kindergarten year'. A kindergarten year runs from 1 July to 30 June of the following year. Exceptions are Bavaria and Saarland with 01.08. - 31.07. of the following year. The additional payment as part of the FlexBenefits budget is paid for as long as the kindergarten allowance is received or until a change of purpose is applied for. The allowance must then be reapplied for.

Information on care by a childminder

If care is provided by a childminder, proof of authorisation must be provided once when the application is submitted. Proof of childcare must be submitted to the responsible payrollmanager on a monthly basis.

Tax and social security

Both the kindergarten allowance and the allowance from the FlexBenefits budget are exempt from tax and social security contributions.