

## Overview of deviating regulations

	<b>Companies in the collective bargaining agreement for the chemical industry</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>- 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 (tariff and non-tariff employees from age 50: up to 20 %)</li> <li>- Up to 10 vacation days (per year) – Executive Staff: up to 5 vacation days (per year)</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>	Analog to the regulations of the companies in the collective agreement of the chemical industry.
<b>Leave of absence possibilities</b>	<ul style="list-style-type: none"> <li>- <a href="#">Break</a></li> <li>- <a href="#">Further 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 2025: 2.625 %</li> </ul>	Analog to the regulations of the companies in the collective agreement of the chemical industry.