

Overview of deviating regulations

	Companies in the collective bargaining agreement for the chemical industry	Fresenius Kabi Logistik GmbH
Tariff module / employer contribution	<ul style="list-style-type: none"> - Annual tariff module from Fresenius - The amount depends on age. Older employees receive a higher tariff module. - You can find more information about the procedure here. 	<ul style="list-style-type: none"> - Annual tariff module from Fresenius - The amount depends on age. Older employees receive a higher tariff module. - You can find more information about the procedure here.
Own contributions	<ul style="list-style-type: none"> - Up to 10 % of the monthly (collectively agreed) salary (tariff and non-tariff employees from age 50: up to 20 %) - Up to 10 vacation days (per year) – Executive Staff: up to 5 vacation days (per year) - Anniversary benefits from the 20th anniversary onwards - Free hours for old-age employees - Overtime including supplementary pay (partially location-specific) - Tariff-based Future Payment - Up to 100% of the target variable - Proceeds from participating in long-term incentive programmes 	Analog to the regulations of the companies in the collective agreement of the chemical industry.
Leave of absence possibilities	<ul style="list-style-type: none"> - Break - Further professional development - Care - Early retirement 	Analog to the regulations of the companies in the collective agreement of the chemical industry.
Interest	<ul style="list-style-type: none"> - Guaranteed interest rate of 2.25 % - Interest rate for the year 2025: 2.625 % 	Analog to the regulations of the companies in the collective agreement of the chemical industry.