

Tariff-based future payment

SELECTION OF INTENDED USE

Surname, first name

Personnel number

Company

Please note:

- The submission of an election form is only required if NO intended use has been selected so far, or if the previous intended use is to be changed.
- Intended use „compensatory time account“ does not apply to all employees (see notes on the back).

Please select your intended use for **the tariff-based future payment 2027:**

- 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 in full to the compensatory time account.
- Cash Payment:** The future payment will be paid out in full.

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 31.10.2025 31.10.2026

- by e-mail to fresenius-benefits@fresenius.com or
- by internal mail to FSE/Group Human Resources Zukunftsbeitrag/Bad Homburg

Once we have received your selection form, you will receive written confirmation within two weeks.

If you do not receive a confirmation notice, please contact fresenius-benefits@fresenius.com.

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ADDITIONAL INFORMATION

1. The submission of an election form is only required if NO intended use has been selected so far, or if the previous intended use is to be changed. 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 31.10.2026** (and we do not have a selection form from the previous year), the tariff-based future payment will be transferred to the **compensatory time account** in April 2027. 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 2027 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 collective agreement 'Moderne Arbeitswelt', trainees and temporary staff do not have the option of choosing between different uses.
5. Intended use **days in lieu**:
The maximum number of days in lieu is 5 days. 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. In accordance with the provisions of the collective bargaining agreement „Tariflicher Zukunftsbeitrag“ dated August 12, 2020 only whole days may be taken as part of the time off. 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.
6. 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.
7. If the employee opts for the **cash payment** intended use, the tariff-based future payment will be paid out with the April payroll 2027.