

## Tariff-based future payment

Employees covered by collective bargaining agreements have an entitlement to the **tariff-based future payment**: an additional annual benefit from Fresenius, the amount of which is calculated based on your individual collectively agreed remuneration.

You can determine how it is used each year. There are three options to choose from. From 2022, you can choose one or a combination of them. If you do not select an intended use, the tariff-based future payment will automatically be transferred to the **compensatory time account**<sup>1</sup>.



### DAYS IN LIEU

Is flexibility of time important to you? Then you can use **part** of the future payment for **individual days in lieu**. The **maximum** number of possible days in lieu is **3 days**.



### COMPENSATORY TIME ACCOUNT

Do you rely on long-term planning? If you put the future payment into the **compensatory time account**, you can use it to finance subsequent days in lieu for further training, care, or early retirement.



### PLUSCARD

Would you like to take out additional private health insurance and at the same time benefit from a wide range of offers in the field of wellness and health? Then you can use your future payment for the **PlusCard**.

### Information

You can find detailed information on the collectively agreed future payment and your options here: <https://www.fresenius-benefits.de/de/leben-arbeiten/tariflicher-zukunftsbeitrag>

You will also find the **future payment calculator** there. By entering a few details you can determine how high your tariff-based future payment will be and what the effect will be of choosing an intended use or a combination thereof.

### Decision

**You want to keep the intended use from 2021 as well for 2022:**

You do NOT need to submit a new selection form; your selection will continue to be valid for 2022.

**You would like to change the intended use:** We need to receive your selection form by **31.10.2021**.

Otherwise, your previous selection will also be valid for 2022.

**You have not yet selected an intended use:**

We need to receive your selection form by **31.10.2021**. Otherwise, the tariff-based future payment for 2022 will be transferred to the compensatory time account<sup>1</sup> in April 2022.

### Benefit

In November, you will receive a confirmation letter of your chosen intended use. The entitlement for 2022 is determined on the reference date 03.01.2022.

<sup>1</sup> For employees who cannot participate in the compensatory time account, a payment will be made with the April 2022 payroll.

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## What else you need to know?

### Who is entitled to the collectively agreed future payment?

Pay-scale employees who, on the first working day of the entitlement year (reference date), receive remuneration or continued remuneration from an employment relationship that has not been terminated are entitled to the tariff-based future payment.

You can find a list of the companies to which the regulations on the tariff-based future payment applies at <https://www.fresenius-benefits.de/de/leben-arbeiten/tariflicher-zukunftsbeitrag>

### How much is the tariff-based future payment?

From 2022 the annual tariff-based future payment is 23% of the collectively agreed monthly salary on the reference date. The basis for the calculation is the collectively agreed salary on the first working day of the entitlement year.

### How many days in lieu can I take?

If you decide on days in lieu, you can take a maximum of three days off. This applies to employees who work a regular five-day week. In the case of other weekly working hours (e.g. due to part-time work), the days off are calculated pro rata.

### The future payment under the collective agreement in 2022 is higher than in 2021. Are there also more days off?

For 2022, the maximum number of possible days in lieu is 3 days. Thus, if you choose the intended use of the days in lieu, there will always be a remaining balance, which will be transferred to the compensatory time account. However, you can also use it for the PlusCard. For employees who cannot participate in the compensatory time account or the PlusCard, the remaining amount will be paid out with the April 2022 remuneration statement.

### Can I change the intended use?

Your decision on intended use is valid for at least one year of entitlement. Decisions that have already been made can no longer be changed for the current entitlement year. You can, however, request a change in intended use for the following year in 2022: simply fill out a selection form, tick the new intended use and send it back within the response period - sorted!

### What rules apply for employees who join after 31.10.2021?

For employees, who join Fresenius after 31.10.2021, i.e. after the response period for the selection form has expired, and who are entitled to the tariff-based future payment for 2022, the tariff-based future payment will automatically be transferred to the compensatory time account in April 2022. For employees who cannot participate in the compensatory time account, a payment will be made with the April 2022 payroll.

### What rules apply for trainees and dual students?

Trainees and dual students are also entitled to the tariff-based future payment. This is generally paid out with the January statement for the year of entitlement. According to the modern working world collective agreement, trainees cannot choose between different uses.

### What rules apply for those who are in minor employment?

For those who are in minor employment within the meaning of Section 8 SGB IV, the granting of the tariff-based future payment may lead to the loss of the social security and tax benefits.

### Where can I obtain the selection form?

You can download the selection form at <https://www.fresenius-benefits.de/de/leben-arbeiten/tariflicher-zukunftsbeitrag> or you can collect it from your local HR department.

**Questions? Speak to us at:**  
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or 06172/608-1333  
Corporate Human Resources

