

## Tariff-based future payment

From 2020, 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 from year to year. There are three options to choose from. You can choose one of the following:



### DAYS IN LIEU

Is flexibility of time important to you? Then you can use the future payment for **individual days in lieu**.



### 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 from 2021, 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: [www.fresenius-benefits.de/de/leben&arbeiten/tariflicher-zukunftsbeitrag](http://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.

### Decision

Your decision on intended use is valid for at least one year.

Please note the deadline: We need to receive your selection form by **31.10.2020**.

If we have not received a selection form from you by the deadline, the tariff-based future payment for 2020 and 2021 will be paid to you with the April 2021 payroll.

### Benefit

After receipt of your selection form, you will receive a confirmation and further information about your chosen option from us.

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## What else you need to know

### Who is entitled to the tariff-based 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 [www.fresenius-benefits.de/de/leben&arbeiten/tariflicher-zukunftsbeitrag](http://www.fresenius-benefits.de/de/leben&arbeiten/tariflicher-zukunftsbeitrag)

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

The annual tariff-based future payment for 2020 is 9.2% of the collectively agreed monthly salary on the reference date. For 2021 it is 13.8% and from 2022 it is 23%. 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, this corresponds to 2 days off (for 2020) or 3 days off (for 2021). 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.

### 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 2021: 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 31.10.2020?

Employees, who join Fresenius after 31.10.2020, i.e. after the response period for the selection form has expired, and who are entitled to the tariff-based future payment for 2021, will automatically receive a payment of the tariff-based future payment with the April 2021 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 [www.fresenius-benefits.de/de/leben&arbeiten/tariflicher-zukunftsbeitrag](http://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

