

Tariff-based future payment

FAQ

The questions presented here are a simplified representation with reference to the provisions of the "Modern Working World" collective agreement of 22.11.2019 regarding the future payment, as well as the company-wide agreement "tariff-based future payment" of 12.08.2020, and as such are for information purposes only. Only the collective agreement and the company-wide agreement are legally binding.

If you have any specific questions that go beyond the scope presented here, please contact the experts directly at zukunftsbeitrag@fresenius.com or 06172 / 608-1333.

> **What is the tariff-based future payment?**

Since 2020, employees covered by negotiated agreements will be entitled to a tariff-based future payment: an additional annual benefit from Fresenius, the amount of which is calculated based on your individually agreed salary.

> **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 whom the regulations on the tariff-based future payment applies at

www.fresenius-benefits.de/de/leben&arbeiten/tariflicher-zukunftsbeitrag

> **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.

> **I am employed on a temporary basis. Am I entitled to the tariff-based future payment?**

Yes. The prerequisite for entitlement is that on the 1st working day of the entitlement year (= reference date), there is a claim to remuneration or continued remuneration.

> **Are female employees who are not allowed to work on the reference date or are on maternity leave entitled to the tariff-based future payment?**

Yes, as there is a right to continued payment of salary, the conditions for the tariff-based future payment are also met.

- > **Are employees who are on parental leave without being part time on the reference date entitled to the tariff-based future payment?**
No. Since there is no entitlement to (continued) payment of salary, there is also no entitlement to the tariff-based future payment.

- > **Am I entitled to the tariff-based future payment if I am in the active phase of partial retirement on the reference date?**
Yes, if you are in the active phase of partial retirement on the reference date, you will receive the full tariff-based future payment.

- > **Am I entitled to the tariff-based future payment if I am in the passive phase of partial retirement on the reference date?**
No, if you are in the passive phase of partial retirement on the reference date, you will not receive the tariff-based future payment.

- > **Am I entitled to the tariff-based future payment if I am exempt from the compensatory time account on the reference date?**
If the exemption lasts up to one year in total, there is a right to the tariff-based future payment. If the exemption lasts longer than a year, there is no entitlement.

- > **Must the collective tariff-based future payment be granted in full in the year of entry?**
If you joined before or on the reference date of the year of entitlement, you are entitled to the full tariff-based future payment. There is no entitlement for entry after the reference date - not even proportionately.

- > **What happens if I terminate my employment during the entitlement year?**
If, prior to April 1 of the year of entitlement, you do not leave due to resignation or termination by your employer for behavioural reasons, you are entitled to the full tariff-based future payment for the year of departure.

- > **How much is the tariff-based future payment?**
From 2022 the annual tariff-based future payment is 23%. The basis for the calculation is the collectively agreed salary on the first working day of the entitlement year.

- > **When will the tariff-based future payment be calculated?**
The tariff-based future payment is calculated based on circumstances on the first working day of the entitlement year (= reference date). For 2022, this is 03.01.2022.

- > **What salary is used to calculate the tariff-based future payment?**

The tariff-based future payment is calculated based on the monthly salary. Allowances or other payments are not taken into account. The decisive factors are the circumstances (classification, years of activity in the group) on the reference date.
- > **Will my entitlement to the tariff-based future payment change if my monthly salary changes during the year (e.g. through regrouping, salary change, salary increase)?**

No. The amount of the tariff-based future payment is based on the circumstances on the first working day in January and does not change due to changes in the monthly salary during the year.
- > **Will my entitlement to the tariff-based future payment change if I change my level of employment during the year (e.g. from full-time to part-time or from part-time to full-time)?**

No. The amount of the tariff-based future payment is based on the circumstances on the first working day in January and does not change if you switch from full-time to part-time during the year or vice versa.
- > **How do I find out the amount of my entitlement to the tariff-based future payment?**

You can use the future payment calculator on the Benefits website to calculate your individual entitlement. Depending on the chosen intended use, any remaining balance, that will be paid out within the tariff-based future payment, and contributions to the compensatory time account will be shown on the April 2022 salary statement.
- > **What options are there?**

For tariff-based future payment for 2022 you can choose between days in lieu, compensatory time account and PlusCard.
- > **Can I select any of the options or are there restrictions?**

If you are generally entitled to the tariff-based future payment, you can always select **days in lieu** as an option. The participating group is not restricted any further. There are restrictions for the **compensatory time account** and the **PlusCard**: temporary employees and temporary workers cannot choose this option.
- > **Why can I take a maximum of 3 days in lieu in 2022, even though the collective bargaining agreement states a maximum of 5 days in lieu?**

The agreement that a maximum of three days in lieu will be available in 2022 was agreed with the General Works Council when the regulations for implementing the tariff-based future payment at Fresenius were established. The collective agreement states that the number of days in lieu for employees whose working hours are regularly distributed over five days per week is five days for the calendar year 2022.

It further states that the parties to the agreement may limit the scope of the days in lieu. This restriction of the scope to 3 days in lieu has been made by the General Works Council and the employer with the corresponding regulation in our company-wide agreement "tariff-based future payment".

> **Can I choose multiple intended uses in one year?**

Yes. It is possible to select several intended uses. Information on the combination of them can be found in the election form.

> **Will I receive a confirmation of the intended purpose I have chosen?**

Yes. If you have returned your selection form to us, you will receive a letter from us in November with further information on the selected purpose(s) for the tariff-based future payment for 2022.

> **I have already returned my selection form, but I would like to change my mind. Can I change the intended use later on?**

Your decision on intended use is valid for one year of entitlement. A decision that has already been made cannot be changed for the current entitlement year.

> **When can I change the intended use? How do I do this?**

If you used the selection form to inform us of your decision for the entitlement years 2020 and 2021, the selected purpose for the year 2021 will automatically continue to apply for the following years until you actively decide on a new intended use: Simply fill out the selection form for the following year, tick the new option and return within the response period by 31.10. of the current year - done!

> **When can I change the intended use? How do I do this?**

We need to receive your selection form for the **tariff-based future payment** for **2022** by **31.10.2021**.

> **What happens if I want to change my intended use from last year, but submit the selection form too late or not at all?**

If we do not receive the selection form on time or at all, the intended use from the previous year is continued. If you did not make a choice last year, the tariff-based future payment 2022 will be transferred to the compensatory time account with the April pay slip 2022. In the case of fixed-term employees, the tariff-based future payment 2022 will be paid out with the April salary statement 2022.

> **What happens if I am entitled to the tariff-based future payment for the first time and submit the selection form too late or not at all?**

If we do not receive the selection form on time or at all, the tariff-based future payment will be transferred to the compensatory time account with the April pay slip 2022. In the case of fixed-term employees, the tariff-based future payment 2022 will be paid out with the April salary statement 2022.

> **I did not submit a selection form last year and received a payment of the tariff-based future payment. How will this be handled for the tariff-based future payment 2022?**

If you do not select an intended use, the tariff-based future payment 2022 will be transferred to the compensatory time account with the April payroll 2022. In the case of fixed-term employees, the tariff-based future payment will be paid out with the April salary statement 2022.

> **Why is there no payment of the tariff-based future payment for permanent employees?**

The regulation that the tariff-based future payment will no longer be paid out to permanent employees from 2022 onwards was agreed by the employer and the General Works Council in the "tariff-based future payment" company-wide works agreement. If you do not select an intended use, the tariff-based future payment 2022 will be transferred to the compensatory time account with the April payroll 2022. This is intended to strengthen the compensatory time account in order to provide employees with more flexibility in the long term in the context of longer leave of absence.

> **I am planning to change jobs within Fresenius. Will this have an impact on the tariff-based future payment and the intended use?**

That depends on whether both you and your new employer are within the scope of the "Modern Working World" collective agreement of 22.11.2019 and the "tariff-based future payment" company-wide works agreement of 12.08.2020. If this is the case, the intended use you have selected will continue to apply. You don't need to do anything.

If your selected intended use is the **PlusCard**, the following applies: The PlusCard can in principle be continued. In order to ensure a seamless change, the information about the change must be communicated at least two full months prior to the change date by e-mail to zukunftsbeitrag@fresenius.com.

If your new employer is not within the scope of the above company-wide works agreement, the tariff-based future payment will be paid out to you, provided it has not yet been "used up" for the intended purpose.

> **What happens if I switch to a non-collective agreement employment contract during the year?**

The following applies - depending on the selected intended use: If you have not yet taken your **days in lieu** by the time you change contract to a non-collective agreement employment contract, the future payment will be paid out with the last tariff-based payroll.

If you have selected the **compensatory time account**, transfer to the compensatory time account will take place unchanged at the planned time. If you use the tariff-based future payment for the **PlusCard**, the contract will continue with your own contributions if you do not take any further action. However, you have the option of termination during the year. Please get in touch with the contact person at CHR (zukunftsbeitrag@fresenius.com) to clarify how to proceed.

> **What happens to my existing entitlement if I completely leave the Fresenius Group?**

If you leave the Fresenius Group after 31.03. of the entitlement year and have not yet used the future payment or, depending on the intended use, have not fully used the future payment by the time you leave, the future payment or remaining amount will be paid out with the last pay slip. If you have chosen the **PlusCard** as your intended use, the PlusCard insurance and your premium payment will end when the employment relationship is terminated. However, you can visit one of Debeka's nationwide service offices and inquire about the conditions for continuing PlusCard insurance as a private person.

If you leave the Fresenius Group by the end of March of the year of entitlement, the entitlement lapses and no payment is made.