

Tariff-based future payment

SELECTION OF INTENDED USE

Surname, first name

Personnel number

Company

Please note:

- You can only choose one intended use for each year. A combination of uses within one year is not possible.
- Different intended uses can be selected for the years 2020 and 2021.
- The intended use selected also applies to subsequent years until you make a new selection.
- The "compensatory time account" and "PlusCard" options are not available for all employees (see notes on the reverse).

2020

I would like to use my future payment* for 2020 as follows:

(please only tick one intended use)

- Days in lieu:** Days in lieu can be taken between 01.12.2020 and 31.03.2021.
- Compensatory Time Account:**
The 2020 future payment will be transferred in full to the compensatory time account in April 2021.

2021

I would like to use my future payment* for 2021 as follows:

(please only tick one intended use)

- Days in lieu:** Days in lieu can be taken between 01.04.2021 and 31.12.2021.
- Compensatory Time Account:**
The 2021 future payment will be transferred in full to the compensatory time account in April 2021.
- PlusCard:** Please directly return the completed PlusCard application form - thank you very much!

*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 31.10.2020

- scanned via e-mail to zukunftsbeitrag@fresenius.com or
- by internal mail to **FSE/CHR/Zukunftsbeitrag/Bad Homburg** or
- hand it to the person responsible for you in remuneration management/payroll accounting.

You will receive a confirmation letter from CHR by post at the beginning of November.

This document is a simplified representation of the provisions of the "Moderne Arbeitswelt" [modern working world] collective agreement of 22.11.2019 and the „Tariflicher Zukunftsbeitrag“ [tariff-based future payment] company-wide works agreement of 12.08.2020 and is for information purposes only. Only the collective agreement and the company-wide works agreement are legally binding.

© Corporate Human Resources Fresenius SE & Co. KGaA, September 2020

Tariff-based future payment

ADDITIONAL INFORMATION

1. If we **have not received a selection form** from you by 31.10.2020, the tariff-based future payment for 2020 and 2021 will be paid to you with the April 2021 payroll.
2. 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.
3. Intended use **PlusCard** does not apply to fixed-term employees.
4. Handling remaining balances

Intended use PlusCard

If the annual future payment for 2021 is not used in full for the costs of the PlusCard, the remaining amount will be paid out with the April 2021 payroll.

Intended use days in lieu

In accordance with the provisions of the company-wide works agreement "Tariff-based future payment" of 12.08.2020 only full days can be claimed as days in lieu.

If entitlements to fractions of days off arise, e.g. through part-time work, these are paid out as a pro-rata future payment with the April payroll. There is no rounding to whole days.

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 for the calendar year following the year of entitlement.

5. 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.