

## Fresenius FlexBenefits

### Initial application

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Surname, first name

Personnel number

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Company

Use of the FlexBenefits-Budget<sup>1</sup> for:

- Deutschlandticket**
  - Please submit the proof of purchase<sup>2</sup>.
- Oura Ring**
  - Please submit the proof of purchase<sup>2</sup>.
- EGYM Wellpass**
  - Please enter your e-mail address<sup>3</sup> to receive the registration link:  
\_\_\_\_\_
- PlusCard**
  - Please also attach the form for the PlusCard. You can find the form [here](#).

1 Entitlement to the FlexBenefits budget is based on the provisions of the GBV FlexBenefits or SprAV FlexBenefits

2 See the information on the back

3 It is possible to enter a private e-mail address if no professional e-mail address has been assigned, if it is shared or if the activation link is to be sent to the private e-mail address.

from the next possible date

as of \_\_\_\_\_

**Depending on the benefit, different regulations may apply to the payment of taxes and social security. You can find more information on the back side.**

I have enclosed the required proof of purchase / information. I have taken note of the information on the individual benefits on the back side.

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Place, date

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Signature of employee

Please submit the application

- via e-mail to [benefits@fresenius.com](mailto:benefits@fresenius.com) or
- via internal mail to FSE/Corporate Human Resources/Benefits, Bad Homburg

Bearbeitungsvermerke HR:

Berechtigung besteht / Nachweise vollständig: \_\_\_\_\_

Lohnart \_\_\_\_\_ ab \_\_\_\_\_ bis \_\_\_\_\_

## Fresenius FlexBenefits

### What else you should know

#### Deutschlandticket

The allowance of EUR 30 (gross) per month is paid for 12 months and then ends automatically if no new application is made. Payment is made retroactively for a maximum of three months. In the event of illness, the allowance will continue to be paid for the period applied for. You are not entitled during parental leave. At the end of parental leave, you must submit a new application. If you cancel your Deutschlandticket subscription during the 12-month period, you must inform your employer immediately.

**No taxes or social security contributions are due on the payment of the allowance, but no possible deduction of income-related expenses can be claimed in the income tax return in the amount of the subsidy. If you have any questions, please contact a tax consultant or an income tax assistance association.**

#### Oura Ring

The allowance of EUR 30 (gross) is paid for as many months as are necessary to reimburse the purchase price. The payment is made retroactively for a maximum of 3 months. In principle, the payment is only made for Oura Rings purchased after 01.09.2024. You need an app to use the Oura Ring. You are responsible for the monthly costs. In the event of illness, the allowance will continue to be paid for the period applied for. You are not entitled during parental leave. At the end of parental leave, you must submit a new application.

**You must pay taxes and social security on the allowance for the Oura Ring. As these are deducted from your allowance, you will not receive a full refund of the purchase price.**

#### EGYM Wellpass

To use EGYM Wellpass, you must register with EGYM Wellpass and pay a monthly contribution of EUR 22 (gross EUR 26.18). Once we have received your application form, you will receive a link to the EGYM Wellpass registration page to activate your membership. If you register by the 20th of the month, your membership will start the following month. You pay your own contribution directly by direct debit from your account. The employer's contribution is paid directly to EGYM Wellpass by Fresenius. In the event of illness, the subsidy will continue to be paid for up to 12 months. During parental leave, you are not entitled to the FlexBenefits budget and can therefore no longer use the EGYM Wellpass offer. At the end of your parental leave/sick leave, you must submit a new application.

**You do not have to pay taxes or social security contributions to receive the allowance.**

#### PlusCard

The allowance is paid in the amount of your chosen insurance tariff, up to a maximum of EUR 30 (gross). Depending on the selected tariff and additional options, further costs may be incurred. These will be deducted from your net salary. The application must be received by the 20th of the previous month in order to take effect at the beginning of the month (e.g. by 20.8. for an insurance start on 01.10.). If you do not receive a regular salary due to illness or parental leave, the subsidy will continue to be paid for up to 12 months. Any personal contribution will be subsequently deducted from your salary when your salary is paid again. At the end of your parental leave/sick leave, you must submit a new application.

**You do not have to pay taxes or social security contributions to receive the allowance.**

#### Information on the required evidence

We require proof for the subsidy for the Deutschlandticket and for the Oura Ring. Please attach a copy/scan/photo of the invoice/subscription showing the following:

- **Deutschlandticket:** Subscription holder, start of the subscription.
- **Oura Ring:** Proof of purchase, date of proof of purchase.

**All other information on the proof of purchase (e.g. bank details or private telephone number) can be made unrecognizable.**