

## Information for non-tariff employees

Your contract with Fresenius will continue during your **leave of absence**. During this time, you will receive your leave of absence salary. What else do you need to know about leave of absence:

### The following benefits are not affected by leave of absence:

- Anniversary benefits\*
- Company pension scheme
- Kindergarten subsidy
- Fresenius SHARE – buy shares
- PlusCard (without FlexBenefits budget)

### The following benefits are proportionately reduced by months of leave of absence:

- Christmas bonus\*\*
- Basic amount for deferred compensation/Capital-forming benefits (VWL)
- Other performance-related/variable payments (e.g. target variable)
- Vacation entitlement
- Fresenius SHARE – receive shares

### These benefits cease during the leave of absence:

- Company car
- Special payments for the field service (e.g. DSL allowance)
- Teleworking agreement
- Lunch allowance / travel allowance (old cases)
- FlexBenefits budget

\* *Valid for employees who joined the company before January 1, 2025.*

\*\* *Special rules apply to leaves of absence for early retirement.*

## **Fresenius Compensatory Time Account** **Play. Pause. Fast forward.**

## **Leave of Absence** **What you should know**

### **Can you still convert your salary for retirement while you are on leave of absence?**

Your previous salary conversion will continue unchanged, provided that the salary components are also paid during leave of absence. You are responsible for making any changes or termination.

### **Can you still convert your salary to the Compensatory Time Account while you are on leave of absence?**

If you take leave of absence for **early retirement**, conversion to your Compensatory Time Account will stop when you apply for leave of absence.

In the event of leave of absence for **care**, **professional development** or a **break**, conversion to the Compensatory Time Account is suspended during the months of the leave of absence.

### **Do you take part in the salary review during leave of absence?**

The agreed leave of absence salary does not change during leave of absence. In the case of leave of absence for **care**, **professional development** or a **break**, participation in the salary review is implemented following the leave of absence.

### **Can you continue to use your company car during leave of absence for care, professional development or a break?**

Please speak to your HR department or your superior about this.

### **What happens if you fall ill while you are on leave of absence?**

Illness does not interrupt leave of absence for **early retirement**. The agreed end of your leave of absence is not affected.

A leave of absence for **care**, **professional development** or a **break** is interrupted in the event of illness. A medical certificate is required for this. The leave of absence ends on the day before the incapacity for work is certified and resumes on the first day of regained ability to work. The agreed end date of your leave of absence remains unchanged.

### **What happens if you fall ill before the start of your leave of absence?**

Your leave of absence begins on the first day of your ability to work. The agreed end of your leave of absence is not affected. If you fall ill for the entire duration of the agreed leave of absence, the leave of absence will not apply. In the case of leave of absence for **early retirement**, the employment contract will nevertheless end as planned at the end of the leave of absence. The existing credit balance of the Compensatory Time Account will be paid out to you.