



Tariff-based future payment

Employees covered by collective bargaining agreements have an entitlement to the tariff-based future payment: an additional annual benefit from Fresenius Medical Care, the amount of which is calculated based on your individual collectively agreed remuneration.

You can determine how it is used each year. There are four options to choose from. You can choose one or a combination of them.

If you do not select an intended use, the tariff-based future payment will automatically be transferred to the compensatory time account. In the case of temporary employees, a payment is made in this case.



DAYS IN LIEU

Is flexibility of time important to you? Then you can use the future payment for individual days in lieu. The maximum number of possible days in lieu is 5 days.



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 a time out, 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 you can use your future payment for the **PlusCard**.



CASH PAYMENT

You have the option of having the tariff-based future payment **paid out in full or in part**.

Information

You can find detailed information on the collectively agreed future payment and your options here:

www.mitarbeiterbenefits-fme.de/de/leben-arbeit-familie/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 and what the effect will be of choosing an intended use or a combination thereof.

Decision: The choice of intended use for a claim year must always be made in the previous year.

You would like to keep the intended use: You do NOT need to submit a new selection form; Their election is valid for subsequent years until further notice.

You have not yet selected an intended use or would like to change your choice: Your election form must be received by HR by 31.10. of the current year. Otherwise, the tariff-based future payment will be transferred to the compensatory time account with the following April payroll. For employees who cannot participate in the compensatory time account, a payment will be made with the following April payroll.

Benefit

In November, you will receive a written confirmation of the intended use(s) you have chosen for the following year. The entitlement is determined on the first working day (reference date) of the entitlement year in each case.

Tariff-based future payment

What else you need to know?

Who is entitled to the collectively agreed 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.mitarbeiterbenefits-fme.de/de/leben-arbeit-familie/tariflicher-zukunftsbeitrag

How much is the tariff-based future payment?

The annual tariff-based future payment is 23% of the collectively agreed monthly salary on the reference date. 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, you can take a maximum of five days off. 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. For the St. Wendel site, this means an entitlement to 4 days off for a 35-hour week (equivalent to a 4.67-day week).

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: 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. of the current year?

For employees who join Fresenius after 31.10. of the respective current year, i.e. after the response period for the selection form has expired, and who are entitled to the tariff-based future payment for the following year, tariff-based future payment will automatically be transferred to the compensatory time account with the following April payroll. For employees who cannot participate in the long-term account, payment will be made with the following April 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.mitarbeiterbenefits-fme.de/de/leben-arbeit-familie/tariflicher-zukunftsbeitrag or you can collect it from your local HR department.

Questions? Speak to us at:
benefits-germany@freseniusmedicalcare.com

