



Convincing: Your Company Pension (Direct Insurance)

Your initiative – Our contribution

Fresenius Medical Care makes it easy for you to prepare for the future: you can save for your retirement by taking out Direct Insurance through Fresenius Medical Care. Your commitment is worth cash: Fresenius funds your Direct Insurance with attractive subsidies!

What does Direct Insurance mean?

Within a Direct Insurance, the employer concludes an insurance contract for its employees in order to promote retirement provision. Fresenius Medical Care has chosen Allianz as its partner, with whom particularly favourable conditions were negotiated for a group contract.

How does the Direct Insurance work?

To finance this kind of contract you "convert" parts of your salary. This means that you do not receive these parts immediately, but they are paid into your retirement pension contract. The advantages: the pension scheme is sponsored by the state and Fresenius Medical Care. The so-called **basic amount*** is also part of your total remuneration, which is regularly provided by the employer for Direct Insurance from the 7th month of employment onwards.

Participants

All regular employees, temporary employees and trainees can participate. In addition, the model applies to both tariff and non-tariff employees; only the Fresenius Medical Care subsidy and the convertible salary differ depending on your status.

Amount of the conversion

If you participate in the employee-financed pension scheme, you must convert at least € 478.56 each year. However, this amount can regularly be covered by the so-called basic amount, so that you do not necessarily have to contribute additional remuneration. In the case of part-time work, a corresponding pro

*Basic amount or rather "Entgeltumwandlungsgrundbetrag"

The basic amount, so called "Entgeltumwandlungsgrundbetrag", of € 478.56 per year is only available for the employee-financed pension scheme. It is paid at the end of each year for each full calendar month in which there was an entitlement to remuneration for at least 12 working days. Consequently, the basic amount can vary, particularly in the first year of employment, during parental leave or longer periods of illness. By definition it is part of your total remuneration and therefore a personal contribution. Executives are exempt from this.

rata minimum amount applies. The maximum amount for the conversion in 2024 is € 5,424 (including the Fresenius Medical Care subsidy).

The Fresenius Medical Care subsidy for tariff employees

Fresenius Medical Care supports the retirement provision of its tariff employees with a subsidy on the contribution made. The amount of the **Fresenius Medical Care subsidy** depends on how much you invest in the pension yourself: the higher your own contribution, the higher the subsidy from Fresenius Medical Care. For the annual basic amount of € 478.56 there is a subsidy of € 134.98. For every additional full € 100.00 that you pay in, Fresenius will add another € 13.00 as a subsidy. This applies up to a total amount of 4% of the Social Security Contribution Ceiling (2024: € 3,624).

As part of our Allianz group contract, you can choose between different contribution levels. The corresponding Fresenius Medical Care subsidy has already been taken

into account within the table shown below.

For all employees who do not receive a Fresenius Medical Care subsidy, an annual review is carried out to determine whether a subsidy is payable under the so-called Betriebsrententstärkungsgesetz (BRSG) (see FAQs). Fresenius Medical Care transfers these subsidies to an additional insurance contract set up for you, which is financed

Contribution levels in the group contract:

Your own contribution (€)	FME-Subsidy (€)	Annual contribution total (€)
478.56	134.98	613.54
826.02	173.98	1,000.00
1,087.02	212.98	1,300.00
1,485.02	264.98	1,750.00
1,759.02	290.98	2,050.00
2,020.02	329.98	2,350.00
2,331.02	368.98	2,700.00
2,592.02	407.98	3,000.00
2,816.02	433.98	3,250.00
3,040.02	459.98	3,500.00
3,365.02	498.98	3,864.00
5,165.02	498.98	5,664.00

Incidentally, the basic amount, by definition a salary component, is included as part of the employee's own salary in the first column of the table and is therefore not shown separately.

exclusively by the subsidised amounts.

Convertible salary

You can use the following parts of your salary to finance your own contribution:

- basic amount / capital-forming benefits
- lump sum from your vacation pay and/or Christmas bonus
- monthly payment from your regular compensation.

Non-tariff employees can also convert their variable salary, commission or bonus.

Scope of insurance

Fresenius Medical Care remits the contribution specified by you to Allianz on December 1 each year. You decide how your contributions should be invested. The focus lies on your retirement provision. You can choose between a more security-orientated investment ("Perspective") or a more opportunity-orientated investment ("Investflex" or "InvestFlex Green"). For further information on our pension concepts, please refer to our online calculator as well as to our FAQs.

In addition you can opt for a premium waiver in the event of occupational disability, for which a simplified health check is usually sufficient. If the contract is concluded within the first 18 months of employment, the insurer will even do without this entirely.

All pension concepts offer the guarantee that at least 90% of the contributions paid into the pension scheme will be available at the start of the pension. The guaranteed level of 90% gives the insurer more freedom in the investment of capital, particularly in times of low interest rates, as well as a good balance between security and potential returns.

Payout

Flexibility is a top priority when it comes to payouts: You can obtain the benefit from the Direct Insurance between the ages of 62 and 75. You can also choose between a lifelong pension and a one-off lump sum. If you opt for a pension, a 10-year pension guarantee period applies. This means that in the event of death during this period, the outstanding pension payments are converted into a lifelong pension - or a temporary pension in case of children - and paid to the beneficiaries.

The following legally defined group of people are entitled to benefits:

- spouse,
- registered partner,
- children entitled to child allowance,
- partner named in writing.

In the event of death before retirement, your beneficiaries will receive the capital already available for retirement provision, including any surpluses generated from your Direct Insurance or, in case of unit-linked policies, the current policy value.

These benefits are also paid out as a lifelong pension - or as a temporary pension in case of children.

If you have no dependants entitled to benefits, your heirs will receive a death benefit (currently up to a maximum of € 8,000).

Taxes and social security contributions

As part of the deferred compensation, the contributions are deducted from your gross income and thus initially reduce your taxable income. The maximum tax-free contribution in 2024 is € 5,424. Contributions that are not higher than 4 % of the income threshold

(2024: € 3,624) are also exempt from social security contributions.

Upon payout, taxes and social security contributions must be paid. However, the overall burden in retirement can be lower than during your active working life: there are no more contributions to unemployment insurance and to the state pension scheme and your tax rate in old age will usually also be lower.

However, you are alone responsible for health and long-term care insurance contributions if you are insured under the statutory health insurance scheme.

Irrevocable benefits

If you leave Fresenius before you start your old-age pension, you will take your insurance with you in any case. You can continue it privately (non-contributory or contributory) or have it eventually transferred to a new employer.

Further information

can be found on our intranet page <https://www.mitarbeiterbenefits-fme.de/en/fresenius-medical-care-en-mitarbeiterbenefits-fme-de>

Contact us

Please send your application to benefits-germany@freseniusmedicalcare.com

For all other questions and information on direct insurance, please contact the Mercer team: FME-Direktversicherung@mercer.com

Please note: For employees with an existing conversion contract from 2004 or earlier, other regulations apply. If you have any questions, the contact person from service provider Mercer (FME-Direktversicherung@mercer.com) will be happy to help you

This flyer gives you a simplified overview of the regulations on deferred compensation and Direct Insurance. Only the company agreement on deferred compensation and the individual insurance certificates are legally binding.