

Fresenius Medical Care Compensatory Time Account

Play. Pause. Fast forward.

Overview of deviating regulations

	Companies in the collective bargaining agreement for the chemical industry	
Tariff module / employer contribution	<ul style="list-style-type: none"> - Annual tariff module from Fresenius Medical Care - The amount depends on age. Older employees receive a higher tariff module. - You can find more information about the procedure here 	<ul style="list-style-type: none"> - 670 euros for full-time employees - Part-time employees receive the contribution proportionally according to their degree of part-time employment
Own contributions	<ul style="list-style-type: none"> - Up to 10 % of the monthly (collectively agreed) salary (up to 20 % from age 50) - Up to 10 vacation days (per year) <ul style="list-style-type: none"> - Executive Staff: up to 5 vacation days (per year) - Anniversary benefits from the 20th anniversary onwards - Free hours for old-age employees - Overtime including supplementary pay (partially location-specific) - Tariff-based Future Payment - Up to 100% of the target variable - Proceeds from participating in long-term incentive programmes 	<ul style="list-style-type: none"> - Up to 10 % of the monthly gross salary (up to 20 % from age 50; does not apply to executive staff) - Up to 100% of the target variable - Up to 10 vacation days (per year) - Executive Staff: up to 5 vacation days (per year) - Time credit - Proceeds from participating in long-term incentive programmes

This document is a simplified representation of the company-wide works agreement "Langzeitkonten" of 16.11.2009, the guideline „Langzeitkonten" of 05.11.2021 as well as 19.11.2023 and the regulations of the „Überleitungsvereinbarung" of 17.01.2017 and is for information purposes only.

Only the company-wide works agreement, the guideline and the transition agreement are legally binding.

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Leave of absence possibilities	<ul style="list-style-type: none"> - Break - Further professional development - Care - Early retirement 	<ul style="list-style-type: none"> - Break - Further professional development - Care - Early retirement
Interest	<ul style="list-style-type: none"> - Guaranteed interest rate of 2.25 % - Interest rate for the year 2025 2.625 % 	<ul style="list-style-type: none"> - Guaranteed interest rate of 0.25 % - Interest rate for the year 2025 2.625 % - You can find more informaton on the capital investment here.