

2023 POLAND BENEFITS SUMMARY

Employees are eligible for most benefits programs on the first day of employment.

Vacation: Employees are entitled to 20 days of vacation (26 days if the employee has been employed for at least 10 years).

Health insurance: Employees are eligible for an additional health care insurance of which the premium is paid by company. Employees also have the possibility to add family members into additional health care. Contribution for employee's family members is paid by employee through net payroll deduction.

Bonus: Employees (non-sales) are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.

Global Incentive Programs (corporate policies):

- **Science & Technology publications program**
- **Patent recognition program**
- **Corporate Incentive Plan:** Non-Sales employees are eligible to the corporate bonus program. The target payout is a percentage of the base salary and linked to the pay grade.
- **Sales Incentive Plan:** Employees in sales with commercial targets are eligible to commission. The target payout is a % of the total target compensation.

EMEA policies:

- **Employee Referral Program Bonus:** The program pays a bonus to employees who make a referral to a suitable candidate that leads to a successful hire.
- **Company car:** The employees with a salary grade 15 and above are eligible to a company car or car allowance.

Sales employees in the following positions are eligible as well: field application engineers, field sales engineers, field application system engineers, sales account managers, global account managers, sales directors and VP sales.

The lease budget is available in the EMEA car policy. Employees with a company car are entitled to a fuel card. The fuel card can only be used in Poland and the surrounding countries. Employees who are eligible for a company car have the choice between company car or car allowance.

Accident Insurance: In case of an accident occurring during a business trip (100% paid by the employer):

- Lump sum of 3 x salary payable in the event of accidental death (limit 1,000,000\$)
- Lump sum between 25% & 100% of the compensation paid out in case of accidental death in the event of disability (% depends on type of disability)
- Emergency medical benefits / services