



2019 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.

Worldwide accident insurance (ACE) applicable in case an accident occurs during a business trip:

- Lump sum of 3x 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)

Company car: The employees with a salary grade 15 and above are eligible to a company car. Sales employees in the following positions are eligible as well. 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.

Bonus: Employees (non-sales) as of grade 11 are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.