



2023 ROMANIA BENEFITS SUMMARY

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

Vacation: 21 (jr.) or 22 (sr.) working days per year

Private Health Services: The company is paying aprox. 80 RON/month/employee for free usual dental procedures and basic medical services (including yearly tests) in a private clinic.

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.

Meal Vouchers: Meal vouchers with a value of 15.00 RON per workday.

Gift Vouchers: Christmas and Easter vouchers with a value of max deductible 150 RON/employee/event. A Christmas presents for children younger than 15 years of approximately 60RON per child

Benefit Online platform: Each employee has 111RON / month budget to choose benefits and discounts.

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.
- **Restricted Stock Units (RSU's):** A stock grant is a promise to award actual stock at some point in the future, subject to certain requirements (time restrictions). There is no purchase involved. Only exempt salaried employees are eligible (salary grade 12 and above).

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 Slovakia 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 / service