

## 2022 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:** This gives you more freedom when it comes to health care. The free package offered by the company covers medical services in a top tier private clinic. Also, you have special discounts for your family members.

**Dental Health Services:** We are proactive in supporting preventive dental care for our employees.

**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:** You will receive a number of meal vouchers corresponding to the number of working days in the month.

**Gift Vouchers:** You will receive spring and winter vouchers.

**Benefit Online platform:** Flexible and transparent system, which reflects the multitude of choices that you can make from the most complete list of corporate benefits and discounts.

**Homeworking:** Employees whose position allows it, have on a voluntary basis the possibility to homework. Homeworking can be scheduled in consultation with the manager.

**Trainings:** You have the opportunity to participate to personal development and technical training programs. This allows employees to perform better and prepares them for positions of greater responsibility.

**Team activities:** You can participate in activities that help you feel good and socialize.

**Global Incentive Programs** (corporate policies):

- **Bravo, Department and Group Award**
- **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 Romania 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