



2019 CZECH REPUBLIC BENEFITS SUMMARY

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

Vacation: A full-time employee is entitled to 25 days a year.

Public Holidays: The employee is entitled to 13 public holidays in 2019. When the public holiday takes place on a weekend day (3 days in 2019), the employee is free to take up this day whenever he prefers within the calendar year. This is applicable to employees with flexible working hours, with a contract beginning at the latest the first working day in the given year (or after one year).

Healthcare (National Health Insurance): All employees are covered by compulsory national health insurance and labor insurance. In case of illness, injury or maternity, the benefits shall be provided under the provisions of the insurance plan.

Sickness Policy

- Company is completing the net salary (on top of the Czech Social Security) up to 80% of the net salary for the first 6 months of an employee's sick leave.
- Company is completing the net salary (on top of the Czech Social Security) up to 50% of the net salary for the following 6 months.
The above is effective for all employees employed with the company longer than 6 months with a contract of indefinite duration.
- The employee is entitled to an additional 2 days off (100% paid) for acute illness, without doctor's certificate (only for employees with a contract beginning at the latest the first working day in the given year or after one year).

Retirement: Voluntary plan effective for all employees employed with the company longer than 6 months. The company contributes 1,5x the employee contribution but with a max company contribution of 3% of the gross salary.

Worldwide Accident Insurance (ACE): In case of an accident occurring during a business trip:

- 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)

This insurance is paid for 100% by the employer.

Accommodation and commuting support

- Company covers part of the costs of commuting in amount approx. 500 CZK/month for those who commuting less than 10 Km. Employee contributes 3 CZK/Km (1,5 CZK/Km to and 1,5 CZK/Km from work) if employee commutes more than 10 Km.
- For employees who decided to relocate from a different region, the company contributes to home rent during the first four years of employment or the company contributes to mortgage payments for those who decided to buy their home

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: field application engineers, field sales engineers, field application system engineers, sales account managers, global account managers, sales directors, VP sales. The lease budget is available in the EMEA car policy.

Fuel Card: Employees with a company car are entitled to a fuel card. The fuel card can only be used in Czech Republic and the surrounding countries.

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).

Bonus (non-sales):

- **Corporate bonus:** Active employees working in the non-operations group with a salary grade 11 and higher are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.
- **Site / Manufacturing bonus:** Active employees working in the operations group are eligible to the site / manufacturing bonus. The target payout is one month pay (8,3 %).

Meal Subsidy: Company canteen and meal subsidy on an average of 60 CZK per lunch taken in the company canteen or meal subsidy in value of 60 CZK (acceptable in external restaurants).

Sports and Cultural Activities Support: The employee receives an annual contribution for culture and sports activities of approximately 2000 CZK per employee per year. The employee becomes eligible after the probation period.

Homeworking: Selected employees can work from home. It must be approved by the manager and local HR, for defined cases and for limited periods. It can be a one-time action or regular home working.

Seniority Award: Employees receive a monthly company contribution for sport and culture activities (applicable for health programs...) when reaching each 5 years anniversary of service at ON Czech Republic.

The duration of employment (years)	Monthly contribution
5-10	150 CZK
10-15	300 CZK
15-20	450 CZK
20-25	600 CZK
25-30	750 CZK
30 and more	900 CZK

Children recreation: The employee receives an annual contribution for children recreation of max 1000 CZK per child per year. The employee becomes eligible after the probation period.