2025 SLOVENIA BENEFITS SUMMARY
Employees are eligible for most benefits programs on the first day of employment.

Working time: The standard hours of work are 40 hours per week with a lunch break of 30 minutes (paid).

Public Holidays: Employees are entitled to 13 public holidays. There's no substitution if a holiday fall on a weekend.

Vacation: Full-time and part-time employees are entitled to four weeks (=20 days for a five-day workweek).

Additional annual leave: Employees over age 55, disabled employees and persons nursing a disabled child are entitled to extra leave up to three days. Employees taking care of children have the right to one additional day of annual leave for every child under the age of 15.

Seniority leave: Subject to the length of service the employee is entitled to additional leave as shown below:
- 3-5 years: 1 day
- 6-10 years: 2 days
- 11-15 years: 4 days
- 16-20 years: 5 days
- 21-25 years: 6 days

Seniority Premium: All employees receive a seniority premium at
- 10 years of seniority: premium of 1-month base salary (gross)
- 20 years of seniority: premium of 1,5-month base salary (gross)
- 30 years of seniority: premium of 2 months base salary (gross)

Solidarity Help: A lump sum of 6x monthly base salary (average) is payable to the close relatives in the event of employee's death.

Meal Subsidy: 7,96 € per day shall be paid proportionally to the number of days of presence during a particular month.

Traffic Allowance: Transportation costs to and from work from the address of the employee's actual residence will be refunded as specified by law to employees not driving a company car.

Homeworking: Employer pays employee compensation for the use of the employee's own work tools in the Home Office under terms and conditions determined in the Remote Work Rule Book.

Employee Assistance Program (EAP): The company provides in an Employee Assistance Program which can be used by the employee and family members living in the same household. This service covers confidential support for family, work, stress, financial and legal questions and is provided through an external service provider.

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 Slovenia 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