

2025 SWEDEN BENEFITS SUMMARY

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

Public holidays: The employees are entitled to the legal public holidays.

Vacation: The employees are entitled to 30 days of vacation (for a full-time employment).

Private medical insurance: The employer provides a private medical insurance to the employees (paid for 100% by the employer). Franchise / deductible of 500 SEK is applicable per case. This benefit is a taxable benefit in kind for the employee.

Retirement: The employer sets up a pension plan with an employer contribution of:

- 4,5% of the pensionable salary portions up to 7,5 times the Income Base Amount (IBA 2025 = 74.300 SEK) and
- 30% of pensionable salary portions above this amount

The pensionable earnings are calculated on the monthly base salary (January) X 12,24 plus variable salary paid in the previous calendar year.

The retirement plan provides the employee with the opportunity to sacrifice salary for an additional payment to the pension plan.

Sickness & Disability:

- **Day 1:** qualifying day (no compensation)
- **Days 2 - 14:** company sick pay 80% of pay
- **Days 15 - 90:** company sick pay (= addition to social security payment)
 - 10% on the salary portions up to 7,5 times Price Base Amount (PBA 2023 = 52.500 SEK)
 - 90% on the salary portions above this amount
- **Days 91 -:** company sick pay (= addition to social security payment)
 - 10% of salary up to 7,5 times PBA between days 91 and 360, plus,
 - 65% of salary between 7,5 times PBA and 20 times IBA after 90 days, plus
 - 32,5% of salary 20 and 30 IBA after 90 days.
 - No benefit is payable up to 7,5 PBA after day 360
 - An additional 15% of salary up to 7.5 PBA is payable if the employee receives long-term social security disability benefits.

Life insurance: A lump sum will be paid out in case of death of the employee in the occasion he leaves a spouse, unregistered partner, unmarried cohabitant or child(ren) behind. The lump sum is paid on the basis of the age of the deceased. Maximum lump sum on death before age 55 is equal to 6 times PBA.

Work injury insurance: The employer provides a work injury insurance that provides compensation in the event of an injury at work, a work illness or an accident on the way to or from work.

Worldwide accident insurance: 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). The insurance is paid for 100% by the employer.

Salary: The salary is paid in 12,24 installments

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 Sweden and the surrounding countries. Employees who are eligible for a company car have the choice between company car or car allowance.

Meal Card: The employee receives a meal card that can be used all week. Total budget of 2800 SEK per month which is based on an employer contribution of 1400 SEK as well as an employee contribution of 1400 SEK per month (both pro rata in case of part-time employment or long-term disability). Employee contributions are processed through payroll each month. Employer contributions are taxable.

Sport & Wellness card: The employee will receive a sport card of 5000 SEK per calendar year (pro rata in case of part time employment or part-year employment).

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 on family, work, stress, financial and legal questions and is provided through an external service provider.