

#### General:

This policy outlines the corporate social benefits available to employees and how they can be utilized,

#### Company Pension Scheme:

Employees are entitled to participate in a company pension scheme after six months of employment, v

#### Health and Wellness:

Annual free health checks and subsidies for gym memberships or other sports activities up to €200 pe

Access to mental health support services, including counseling and wellness apps, to promote mental

#### Further Education and Professional Development:

Subsidies for further training measures, with the relevance of the measure to the professional activity o

Access to online learning platforms and sponsorship for professional certifications.

#### Childcare Support:

A subsidy for childcare up to €150 per month per child and an in-house daycare center for childcare d

#### Flexible and Remote Work Options:

Flexibility in working hours and the option for employees to work up to three days per week remotely, p

Provision of necessary equipment and technology for a seamless remote work experience.

#### Sustainable Commuting Options:

A job ticket for public transport subsidized by 50% by the company and incentives for using environme

#### Employee Events and Engagement:

Regularly organized employee events including summer parties, Christmas parties, and team-building

Virtual social events and activities to maintain engagement and camaraderie among remote workers.

#### Diversity and Inclusion Programs:

Initiatives and training programs aimed at fostering a diverse and inclusive workplace culture.

Support for employee resource groups to promote community and mutual support among employees f

#### Other Benefits:

Discounts on the company's products or services and a bonus program that rewards exceptional perfor

Pet-friendly office policies, allowing employees to bring their pets to work on designated days.

A "time-off to volunteer" program that encourages and supports employees in engaging with communi

#### Utilization of Social Benefits:

Managed through the HR department, with specific benefits such as the company pension scheme or

#### Policy Review and Updates:

This policy is regularly reviewed and updated to reflect the evolving needs of employees and modern v