

# SALARY PACKAGE PROPOSAL

MAAYA LEONARD WAFULA

(09/02/2024)

Job title	Biostatistician
Job class	L16
Location	Mechelen (hybrid)
Duration contract	Undetermined
Potential start date (external) / Effective date (internal)	Depending on the notice period. Onboarding days at Biocartis are : 04/03/2024 or 18/03/2024
People Manager	Sofie Metsu

## Salary package proposal based on full-time employment

- **Gross basic salary:** €5.300/month
- **Thirteenth month :** 100% of the gross basic salary (December)
- **Double vacation pay :** 92% of the gross basic salary (June)
- **On-target bonus<sup>1</sup>:**
  - max. 7%
  - calculated on gross annual basic salary (gross basic salary + thirteenth month + double holiday pay)
  - linked to the achievement of a mix of company-, team- and individual targets
- **Bike allowance (distance office-workplace) :** 0.27 euro/km
- **Sector premium (PC 200):** €307,94 gross/year (June)
- **Electronic meal vouchers:** €7 per day worked (€5,91 contribution employer, €1,09 contribution employee)
- **Net compensation for WFH (Work From Home):** €100/month<sup>2</sup>

<sup>1</sup> The variable remuneration, if applicable, will only be paid if the objectives have been achieved, and provided that the employment contract has not been terminated or a notice period applies at the time that the decision regarding the right to variable remuneration has been taken by the Company . The Company reserves the right to change and/or discontinue the variable remuneration at any time depending on economic or financial needs.

<sup>2</sup>The Company reserves the right to change and/or discontinue or adjust the expense reimbursement at any time in accordance with the guidelines of the tax or social security administration.

- **Net compensation “Bring-your-own-device”** (smartphone): €14/month<sup>2</sup>
- **Split bill phone subscription**
- **Laptop**
- **Hospitalization insurance (AXA):** family members (partner and/or children at charge living on the same address) can also join at an advantageous group rate (current rate per <21 years: €8,31/month; equal to or above 21 years : €18,84/month)
- **Group insurance (AG Insurance):** 6% contribution (4% employer contribution, 2% employee contribution)
- **20 Statutory vacation days**
- **12 Working time reduction days (ADV)** based on a fully worked previous year
- **10 Public holidays in Belgium**
- **Extra Seniority days :** 1 extra day per 5 years of service
- **Flex Income Plan:** budget for extra-legal benefits, to be spent on wellness, sports equipment or subscriptions, bicycle lease, bicycle repair and home office equipment such as furniture, ICT equipment and accessories, including the FIP car option linked to jobclass 16. (see attached 1-pager)<sup>3</sup>

For Biocartis NV

For acceptance:

Susy Spruyt

Maaya Leonard Wafula

Head of People & Organisation

Employee

Signature

Signature

DocuSigned by:  
  
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Date:

Date:

<sup>3</sup> The Company reserves the right to change and/or discontinue the Flex Income Plan and the benefits included in this plan at any time.