

Flex Income Plan™

1) What is the Flex Income Plan™ ?

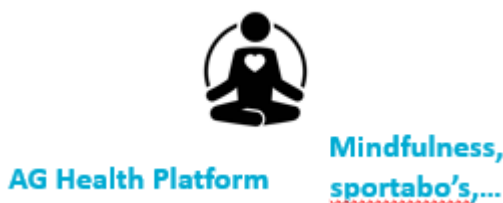
- A personalized flexible compensation package, where certain salary benefits, e.g. part of the year-end bonus, can be exchanged for FIP benefits that better meet your own personal needs.
- Only for permanent employees who are on the Biocartis payroll.

2) Which benefits can be chosen?

- The FIP benefits are structured around three pillars:
 - **Telework:** (only applicable to employees who perform part of their work performance from home under the telework policy)



- **Wellbeing and healthy lifestyle:** wellbeing budget of 250 EUR



- **Mobility:** ecological awareness around travel



3) What's in it for you?

- Purchase of benefits with a discount or tax advantage
- More flexibility in the composition of your benefits :possibility to compose your own benefit package based on your own personal needs
- All this to support your **wellbeing** and **happiness**, both at work and at home!