



2024 POLAND BENEFITS SUMMARY

Vacation: Employees are entitled to 20 days of vacation (26 days if the employee has been employed for at least 10 years).

Health insurance: Employees are eligible for an additional health care insurance of which the premium is paid by company. Employees also have the possibility to add family members into additional health care. Contribution for employee's family members is paid by employee through net payroll deduction.

Bonus: Employees (non-sales) are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.

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

candidate that leads to a successful hire.

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