



## Competitive Benefits Fully Paid by UKG

**Eligibility** – All active, regular full-time employees are eligible for benefits on day one of employment, including supplemental medical, dental and vision coverage for employees, spouse, and dependent children under age 26.

**Medical/Dental/Vision** – Coverage through DKV includes hospitalization and outpatient expenses including dental and vision. The annual total limit for reimbursement is 1,250€. For employees who live in the Flemish part of Belgium, UKG pays contributions to the Vlaamse Zorgkas.

**Pension** – Employees are eligible for a group pension scheme through AG Insurance. Employee and employer contributions differ based on years of service. Management-level employees are included in a bonus pension plan where a portion of their annual short-term incentive is directed to their pension.

**Life Insurance** – Basic life insurance is provided at 1x your annual base salary. Employees can choose to increase this coverage to up to 7x annual salary.

*\*Government required*

### Paid Holidays

- **New Year's Day**
- **Easter Monday**
- **Labor Day**
- **Ascension Day**
- **Pentecost**
- **Juneteenth**
- **Belgian National Day**
- **Assumption of Mary**
- **All Saints' Day**
- **Armistice Day**
- **Christmas Day**

### Personal Time Off \*

- 20 legal holidays and 6 ADV holidays

### Additional Time Off \*

- **Bereavement:** 3 days for partner, child, or parent; 2 days for sibling or grandparent
- **Solemn communion/ ceremony:** 1 day
- **Marriage leave:** 3 days
- **Marriage of child, sibling, or parent:** Day of marriage
- **Moving leave:** 3 days
- **Birth of a child:** 3 days
- **Maternity leave:** 15 weeks (paid by social security) and 1 month of unpaid nurturing leave
- **Paternity leave:** 4 months
- **Father/co-parent leave following birth of child:** 15 days within 4 months as from date of birth (3 days paid by employer + 7 days paid by social security)
- **Adoption of child:** 4 weeks, or 6 weeks of child is under 3 years of age



## Additional Programs and Perks

**Transportation Reimbursement** – Office-based employees are eligible for reimbursement for use of public transportation, private car, or bicycle to commute to work

**Tuition Reimbursement** – Receive up to 4,350€ in reimbursement for qualified degree programs

**Meal Vouchers** – Receive 7€ per working day

**Employee Assistance Program (EAP)** – The EAP offers resources to employees and their dependents for help with personal or work-related issues or concerns, including six visits with a specialist per incident/issue per year; counselors are available 24 hours a day, 7 days a week



## Taking Care of Our Families

### UKG Kids

- **Sponsorship** – Reimburses you up to 300€ for extracurricular activity costs for eligible dependent children (newborn to age 18)

OR

- **Childcare Financial Assistance** – Reimburses you up to 625€ for allowable childcare expenses for eligible dependent children up to age 13

- **Adoption Assistance** – Receive up to 8,300€ in reimbursement for qualified adoption expenses

- **Surrogacy Benefit** – Receive up to 8,300€ in reimbursement for qualified surrogacy expenses

**Global Scholarship Program** – 20 scholarships are awarded annually to eligible dependent children of our employees



## Wellness Programs

Enjoy Wellness programs to help you and your loved ones stay healthy, including wellness education, fitness assessments, exercise classes and tools such as the Sprout Wellness Platform, and mindfulness support with eM Life.