



Competitive Benefits Fully Paid by UKG

Eligibility – All active employees are eligible for benefits.

Private Medical Insurance – UKG offers you the option to purchase supplement medical insurance for you and your family at a discounted group rate, subsidizing part of the premium annually to ensure that you have access to the best possible care options. UKG will subsidize the annual cost of your selected plan through Bupa depending on the level of coverage selected.

- **AUD 1,000 subsidy toward the annual individual premium**
- **AUD 2,000 subsidy toward the annual family premium**

Salary Continuance and TPD Insurance – UKG will make contributions on your ordinary earnings to your choice of superannuation fund per the Superannuation Act. If you choose the UKG default superannuation fund with MLC, UKG will pay the monthly fund fees, life insurance, and TPD insurance premium.

Business Travel Insurance – The Medical Benefit Abroad Program is available to all full- and part-time employees and provides quality, reliable coverage for international business travelers who will be traveling less than 24 weeks. This insurance covers medical, dental, prescriptions, crisis assistance, and much more.

Annual Leaves

- **20 days per calendar year**

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| <ul style="list-style-type: none"> • Sick Leave: 10 days • Domestic Violence Leave: 10 days per year • Cultural and Ceremonial Leave: 5 days per year | <ul style="list-style-type: none"> • Paid Partner Leave: 4 weeks • Adoption Leave: 4 weeks • Public Holiday Substitutions | <ul style="list-style-type: none"> • Long Service: 8.67 weeks, on completion of 10 years of service programs. • Paid Parental: 18 weeks on birth, surrogacy, adoption, or stillbirth (available after 6 months) |
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Additional Programs and Perks

Novated Leasing – UKG provides an option for employees to take a four-year lease by salary sacrificing a portion of their pre-tax income to make payments toward the vehicle. This also provides tax advantages to the employee.

Tuition Reimbursement – Permanent employees are eligible to be reimbursed up to AUD 5,775 per person per year for degree-seeking, position-related courses.

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

Dell Membership Purchase Program – Get up to 20% exclusive discounts on Dell products.



Taking Care of Our Families

UKG Kids*

- **Kids Sponsorship** – Reimburses you up to AUD 400 per child per year for extracurricular activity costs for eligible dependent children (newborn to age 18)

OR

- **Childcare Financial Assistance** – Reimburses you up to AUD 900 per family per year for allowable childcare expenses for eligible dependent children up to age 13

Adoption Assistance* – Receive up to AUD 11,025 in reimbursement for qualified adoption expenses

Surrogacy Benefit* – Receive up to AUD 11,025 in reimbursement for qualified surrogacy expenses

UKG Scholarship Program* – Up to 30 scholarships are awarded annually to eligible dependent children of our employees

**Regular full-time and part-time employees working 30 or more hours per week are eligible for these programs.*



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.