



## 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.

### Paid Holidays

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

### Personal Time Off \*

- 20 legal holidays and 6 ADV holidays

*\*Government required*

### 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
- **Parental leave:** 4 months
- **Maternity leave:** 15 weeks (paid by social security) and 1 month of unpaid nurturing leave
- **Paternity leave:** 4 weeks, paid by employer
- **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** – Eligible employees can be reimbursed up to 4,800€ per year for degree-seeking, job-related courses.

**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

### U Choose

Benefits That Are Right for You

**U Choose** – This benefit is all about choice. UKG reimburses employees up to 400€ each quarter – and you get to choose what expenses you want covered! They can be things like:

- **Exercise equipment/memberships**
- **Veterinary care**
- **Child-related expenses**
- **Student loan payments**
- **Home internet service**
- **Commuting for work**
- **Health apps**
- **and much, much more!**

**Adoption Assistance** – Receive up to 9,125€ in reimbursement for qualified adoption expenses. 🌈

**Surrogacy Benefit** – Receive up to 9,125€ in reimbursement for qualified surrogacy expenses. 🌈

**Fertility Support** – Receive up to 9,125€ in reimbursement for qualified fertility-related expenses. 🌈

**Gender Affirming Support** – Receive up to 36,525€ in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

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

🌈 LGBTQ+ friendly



## Wellness Programs

Enjoy Wellness programs to help you and your loved ones stay healthy, including wellness education, fitness assessments, exercise classes, and a Wellness Ambassador program.