

UK office worker **benefits**



Pension

- Initial enrolment on government Auto-Enrolment scheme; personal contribution 5%, company 3%
- Option to join Natilik scheme and increase personal contribution. Company contribution increases with tenure
- Natilik scheme calculated on OTE, not just base salary
- Available immediately



Medical

- Vitality Health Insurance (we pay the premium, we ask for you to pay the tax). Get rewards for healthy living by receiving discounts off activity trackers, fitness memberships and apparel, health screenings and spa stays
- Includes lifestyle perks such as free coffee and cinema tickets
- Medicash scheme; that is, money back on medical treatments including dental, optical and holistic therapies. Also includes gym and retail discount offers.
- Both available at extra cost for family members
- Access to EAP including for your household (free of charge)
- All available immediately



Cyclescheme / Octopus

- Option to purchase a bike and accessories through Cyclescheme / lease an electric car via Octopus
- Monthly payments through Payroll are made each month minus tax, making overall savings on your purchase
- Only eligible after one year tenure



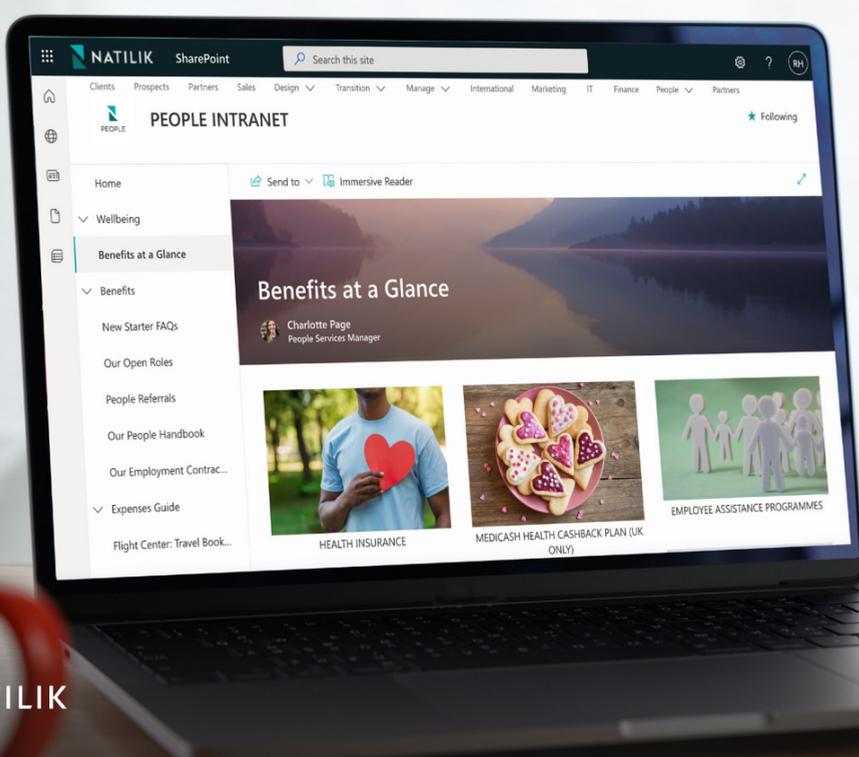
Homeworking allowance

- Monetary allowance to provide a better office set up when working from home
- A one-off payment which can be used in one or several transactions
- Examples: a second screen, chair, ergonomic supports
- Available immediately



Additional

- Holiday allowance which increases with tenure
- Holiday buy back allowance which increases with tenure
- Enhanced parental leave policies
- Hybrid working approach – we are no longer 5 days in the office
- Volunteering Day to give back
- Eligible to join the Company Share Scheme after one year of service (within the financial year)
- Lots of company events and socials throughout the year including annual Awards Ceremony



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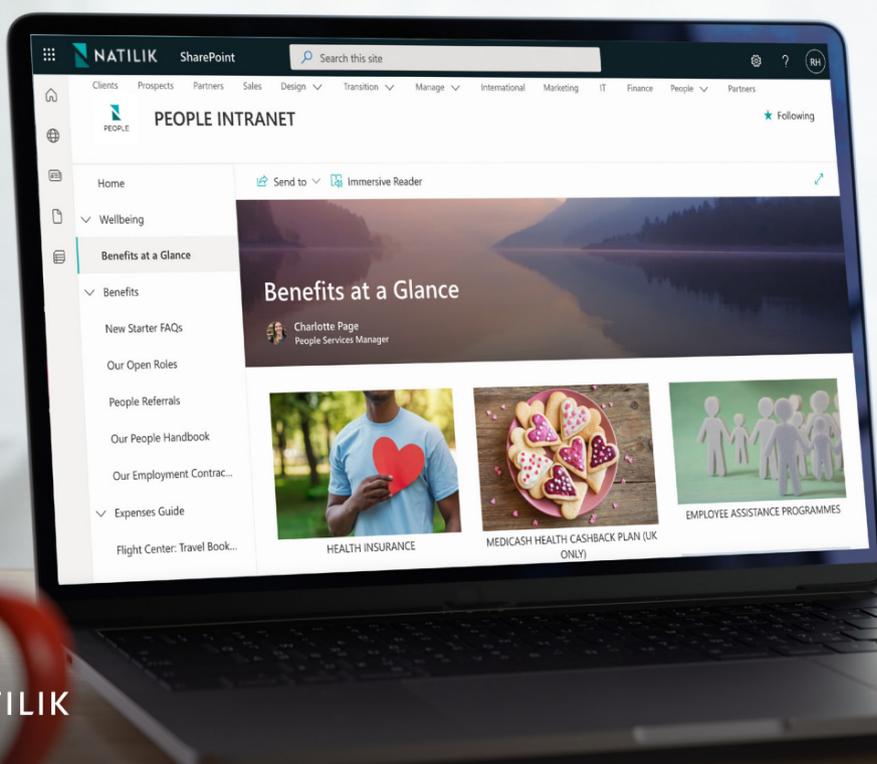
Homeworking allowance

- Monetary allowance to provide a better office set up when working from home
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Americas office worker **benefits**



Medical Insurance (ADP)

- Medical insurance – employee contribution \$1 per month
- Includes dental insurance
- Options to add insurance extras
- Available at extra cost for family members
- Available from 01st of each month after joining



ADP Extras

- Gym and retail discounts
- Basic life insurance up to \$10,000 (this can be increased at own expense)
- Access to EAP scheme for you and your household
- Available from 01st of each month after joining



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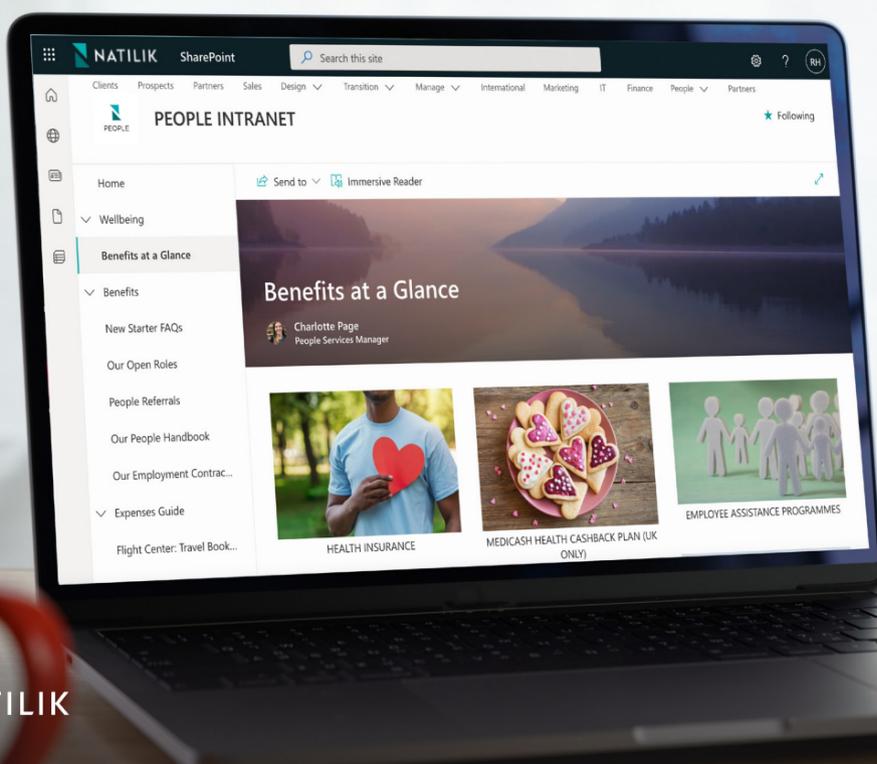
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401k

- Contribution to a nominated 401k account
- 3% company contribution, to be matched with personal contribution
- Potential to increase personal contributions if requested



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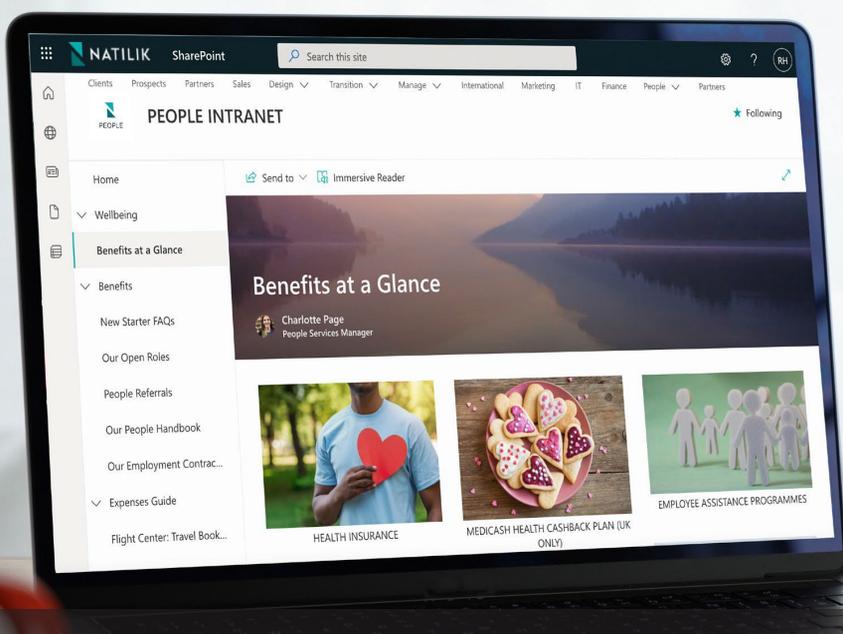
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APAC home worker **benefits**



Medical

- Up to \$150 per month towards private medical insurance added to your gross monthly pay
- We ask for proof of current policy details including dates of cover and the supplier
- Access to EAP scheme including for your household
- Available immediately



Gym

- Up to \$50 per month towards 50% of membership, added to your gross monthly pay
- Example: if your membership is \$70 per month, we would pay \$35
- We ask for proof of purchase
- Available immediately



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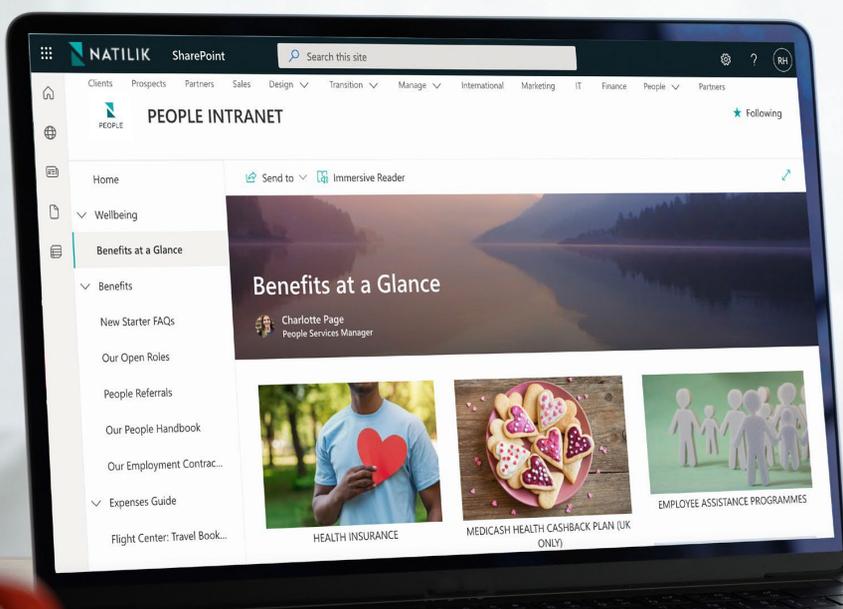
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Superannuation

- Contribution to a nominated Super account
- 12% Super Guarantee (SG) contribution each month
- Available immediately



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