



DIGITAL INDUSTRIES SOFTWARE

Employee benefits (Armenia)

Siemens Industry Software CJSC

Insurances

- Medical insurance for employees and family members (spouses and children)
- Personal accident and critical illnesses insurance
- Life insurance: one-time direct financial support of 30,000 EUR provides by the Company in the event of the death of the employee.

Holiday entitlements

- 20 vacation days
- Parental leave 5 days
- Bereavement: 3-5 days
- Marriage: 3 days

Global benefits

- Authorship and Publication bonuses
- Employee Referral Program
- STAR – reward and recognize platform
- Equity programs

Health and wellness

- All Siemens Industry Software CJSC permanent employees are eligible for a Sport & Wellness Benefit. The value of the program is a maximum of \$700 USD per calendar year towards the cost of a gym or sport activities.

Miscellaneous benefits

- Language courses (English)
- Each employee entitled to one meal voucher per working day in value of 2,000 AMD. These vouchers are solely for the employee and are not transferable. This is a tax-free benefit.
- This is interest-free loan provided to the employees per special needs (vehicle purchase, apartment purchase, renovation, wedding, medical expenses which are not covered by insurance). This benefit is available after 1 year of employment.
- Monthly meet up event with food and games
- Summer outings, Christmas Party