



# DIGITAL INDUSTRIES SOFTWARE

## Employee benefits (France)

### Siemens Industry Software - EDA

#### HEALTH CARE AND LIFE INSURANCE

- Health care family coverage: Employer share 70% – employee share 30% – Rate as of 01/01/2026: 5.35% base + 0.41% supplementary = 5.76% of the PMSS (monthly Social Security ceiling set at €4,005 as of 01/01/2026), i.e. an employee contribution of €69.20 per month.

- Life insurance: Fully paid by ER (covers death, long-term illness, and disability). In the event of long-term illness, coverage amounts to 85% of salary, including Social Security reimbursement.

#### HOLIDAY & TIME OFF

- 25 legal annual leave
- 12 RTT days (full-time employees)

#### RETIREMENT & SAVINGS

- PERO: 2% of salary Band A and 2% of Band C. Employer-only contribution – paid to BNP Paribas. Voluntary contributions are possible, plus the option to contribute up to 10 days of leave per year.

- Profit Sharing: “Participation” and “Intéressement” Agreements

#### SHARE MATCHING PLAN

- With the share matching plan, you have the option to buy shares in Siemens
- The employee will receive 1 free share per 3 held 3 years.

#### WORKING FROM HOME POLICY

- Work from home agreement
- Monthly allowance: €10 for 1 day of remote work per week, €20 for 2 days, and €30 for 3 days or more

#### LUNCH

- Meal Vouchers: €11.50 - 20 days/month (except in August) for a full-time employee
- Siemens' contribution 60%

#### HEALTH & WELLBEING

- Free coffee, tea, fruit basket and pastries (weekly, in office)
- 2 paid volunteer days/year (*Social Makers @ Siemens*)

**SIEMENS**

**MOBILITY PLAN**

- 60% reimbursement of public transportation subscription
- Up to €300/year for soft mobility (bicycle, skateboard, etc.)

**WORKS COUNCIL BENEFITS (CSE)**

- Holidays/Gift vouchers: amounts per CSE annual budget
- Sports & cultural activities: reimbursement per CSE annual Budget
- Legal Assistance for professional and personal matters

**OTHER BENEFITS**

- Laptop – HP
- Mobile phone – This is dependent on position and according to the Siemens phone policy – Apple Phone
- Lease car / Car Allowance – This is dependent on position and according to the Siemens lease policy
- Bonus (depending on position)
- Employee Referral Program (Up to €3,000 bonus depending on location of the referred new hire)
- STAR – reward and recognition platform
- Siemens Discount Shop (Siemens & Bosch home appliances)