



## DIGITAL INDUSTRIES SOFTWARE

# Employee benefits (Ireland)

### Private medical: VHI

We believe in the importance of quality and timely medical attention for all employees.

Voluntary, we offer cover under our chosen corporate plan (currently VHI: PMI 31 12) for the employee, their spouse/domestic partner and dependents up to age 18, or age 21 if in full-time education.

To participate, you will need to register for this benefit.

Taxable benefit reflected in payroll.

### Wellness (flex) benefits

We operate a flexible payment scheme for our wellness benefit to enhance the well-being of employees.

A one-time annual allowance of up to €500 depending on the option chosen.

Pro-rated for <1 year service, part-time or fixed term employment.

### Pension

Our pension scheme is a tax efficient method of saving for retirement (PRSI and USC applies).

The Pension scheme is mandatory from hire date. The Pension contributions start from 2% to 8% for EE and ER matching from 4% to 10%.

Additional voluntary contributions (AVC) are allowed in line with revenue guidelines.

### Share matching program

Monthly investment plan (MIP) for a period of one year.

After that these MIP shares are transferred and held for a 2-year holding period.

At the end of the holding period you will receive one additional matching share for every three shares purchased. Annual enrolment window.

### Employee assistance program (EAP)

Our employee assistance program (EAP), provided through VHI, is a confidential service for you, your family and those close to you.

A team of trained specialists can provide practical information and counselling on various issues.

The program is available 24/7 by free phone, email or web.

### Long-term disability

In the event that you are unable to carry out your normal occupation because of long-term illness or injury, you may be eligible for income benefit of 66.67% of your basic salary less state disability benefit.

A deferred period of 26 weeks applies.

### Death in service

Our death in service benefit operates on automatic enrolment and provides for a lump sum of four times the salary (plus the value of retirement account for pension scheme members).

### Holiday benefits

New allowances (prorated for less than full year service) and effective from January 1 2023 will be as follows:

| Service years | Days/calendar year |
|---------------|--------------------|
| Basic (0–4y)  | 25 days            |
| 5–9 years     | 27 days            |

10+ years

28 days

**Additional benefits include:**

- Buy and sell holidays
- Subsidized canteen (onsite-Shannon)
- Tuition reimbursement scheme

- Cycle to work
- Bonus opportunities
- TaxSaver commuter ticket program
- Eye care reimbursement
- Corporate discount scheme (Neff, Bosch, Siemens)

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