



DIGITAL INDUSTRIES SOFTWARE

Employee benefits (United Kingdom)

Siemens Industry Software Limited

Holiday & Time Off

- 25 days annual leave (26 days after 2 years, 27 days after 3 years, and 28 days after 4 years of service)
- Holiday Exchange Scheme (buy up to 7 days or sell up to 5 days)

Pension & Insurance

- **Group Life Assurance:** Free and automatic cover for all employees: 4x basic salary. Option to increase employee contributions.
- **Pension Plan (Aviva):** Default contribution rates: 4% employee / 6% employer (deducted before tax). Optional contribution rate tiers: 5%/7% or 6%/8%.

- **Private Medical Insurance (BUPA):** Core benefit: single cover (employer funded). Option to select higher levels: Employee + Partner, Family, Single Parent (via payroll deductions).
- **Group Income Protection:** Free and automatic membership. Payable after 28 weeks of continuous absence due to illness or injury. Provides 70% of basic salary for up to 5 years.

Health & Wellness

- Flex Allowance (£150 pa towards additional core/voluntary benefits)
- Wellness Allowance (£400 pa cash or vouchers)

Voluntary Benefits (employee contribution required)

- **Health Cash Plan:** Support with everyday healthcare costs (dental check-ups, eye examinations, 24/7 GP access, counselling). Levels 1 (Core) to 6 available. Lower tax burden than PMI. Can be selected in addition to PMI as a voluntary benefit.
- **Critical Illness Cover (Aviva):** Up to £250,000 cover in £10,000 increments, with option to cover dependent children. Payroll deduction.
- **Dental Cash Plan (Denplan):** Cover levels: Single, Partner, Family, Partner + dependent children, Dependent children (up to age 21 or 24 if in full-time education). Payroll deduction.

- **Cycle to Work Scheme:** Voucher equivalent to up to £5,000 towards a bike and accessories. Tax-efficient salary sacrifices over 12 months.
- **Salary Sacrifice Car Scheme (Tusker)** : Opportunity to enjoy a brand-new fully electric car or a 'pre-loved' car via salary sacrifice.

Additional Benefits & Discounts

- Siemens Share Matching Program: option to buy Siemens shares and to get 1 share for free for each 3 shares after 3-year holding period.
- Employee Referral Program
- STAR – reward and recognise platform
- My Gym Discounts
- My Health Discounts
- I-Save Discounts Platform
- Give As You Earn (GAYE)
- Free Mortgage Service
- Discounted Will Writing Service
- Nudge (Impartial Financial Advice)

UK Support Services

- Employee Assistance Program
- Thrive: Mental Wellbeing App
- Wisdom App
- Zurich Cancer Support Services
- Virtual GP
- My Bupa (Virtual GP - PMI members)
- My Bupa (SilverCloud – PMI members)
- Medical 2nd Opinion Service
- Mental Health First Aiders
- Bupa Mental Health Lines (PMI members)
- Menopause Support
- PODPLAN – Eldercare Support