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Denmark



EMEA Benefits

Our online resource for EMEA Benefits can be found here:

www.laitrambenefits.com/emea-benefits



Meet Modbot, your appendix guide

Vacation

Vacation Days

25 days per holiday year. All days are carried over to the following holiday year.

Above-statutory Vacation Days

5 days per holiday year. All days not taken in the holiday year will expire.

Holiday Year

September 1–August 31

Bank Holidays

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|-----------------------------|--|
| ■ New Year's Day | ■ Constitution Day* |
| ■ Maundy Thursday | ■ Pentecost/ Whit Sunday |
| ■ Good Friday | ■ Whit Monday |
| ■ Easter Sunday | ■ Christmas Day |
| ■ Easter Monday | ■ Second Day of Christmas |
| ■ Great Prayer Day (Friday) | ■ New Year's Eve |
| ■ Ascension Day (Thursday) | <i>*Half day off if it's on a weekday.</i> |

Supplementary Pension (8% pension contribution)

Employer contribution

ATP is the compulsory pension insurance scheme which supplements the state pension. Intralox pays two third of the contribution and the final one third is paid monthly by the employee. Intralox arranges monthly payments to the Danish personal pension fund of employees. On top of this Intralox provides 8% of the employee's gross salary as the employer pension contribution. The 8% contribution is paid monthly to the employee on top of the salary.

Employee Contribution

The employee is free from contribution to the supplementary pension.



Compulsory Accident Insurance (Codan)

Free benefit

The compulsory accident insurance for deterioration of the health of employee due to consequences of occupational accidents at work. The compensation amounts are set according to Danish law depending upon the degree and extent of damage or injury.

Business Travel (GeoBlue)

Free benefit

The benefit covers costs for medical treatment and hospital services due to injuries for Intralox employees who travel for business purposes outside their country of residence or permanent assignment.

Life and Accidental Death & Dismemberment (AD&D) (MetLife)

Free benefit

The MetLife Insurance provides peace of mind and a lump sum for an employee's loved ones in the event of loss of life, hands, feet or sight of eyes whilst employed at Intralox.

The benefit is 2 x employee's annual earnings with a minimum benefit of \$50,000 and maximum of \$300,000. Benefit levels are reduced by 35% at age 65 and an additional 15% at age 70.

Employee Assistance Program (Health Assured)

Free benefit

The Employee Assistance Program (EAP) is a voluntary and completely confidential service provided to all Intralox's employees and their eligible family members to help meet the challenges of life. An EAP is a valuable resource that can help identify and resolve many workplace, family, social, economic, and mental health concerns.

Other perks

- Company car – (Field Sales / Aftersales)
- Flexible work arrangement
- Years of Service Award:
 - 5 yrs = € 50
 - 10 yrs = € 120
 - 15 yrs = € 200
 - 20 yrs = € 300
 - 25 yrs = € 500



