



EMEA Benefits

Our online resource for EMEA Benefits can be found here:

www.laitrambenefits.com/emea-benefits



Meet Modbot, your appendix guide

Vacation

Statutory Vacation Days

- 14 days per holiday year for employees with 1 to 5 years' service.
- 20 days per holiday year for employees with 6 to 14 years' service.
- 26 days per holiday year of employees with 15 or more years' service.

Provisional Vacation Days

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

Holiday Year

January 1–December 31

Bank Holidays

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| ■ New Year's Day | ■ Youth and Sports Day |
| ■ National Sovereignty and Children's Day | ■ Democracy and National Solidarity Day |
| ■ Labour and Solidarity Day | ■ Kurban Bayramy Eve |
| ■ Ramadan Bayramy Eve | ■ Kurban Bayramy Holiday/Feast of Sacrifice |
| ■ Ramadan Bayramy | ■ Victory Day |
| ■ Ramadan Bayramy Holiday | ■ Republic Day Eve |
| ■ Ataturk Memorial | ■ Republic Day |

Pension

State Pension

The state pension system is an earnings-related public scheme with an income-tested safety net. It is administered by the Sosyal Güvenlik Kurumu (Social Security Institution, SGK), which collects insurance contributions from employees and Intralox. The contribution amounts are compulsory rates paid by the employee and the employer.

Supplementary Pension Scheme

The employee may join any private pension scheme, on the terms set out in the rules of the relevant scheme. Intralox will contribute 5% of the employee's salary employee's gross salary as the monthly employer pension contribution directly to the employee.



Health Insurance

Public Health Care

The Turkish public health system covers subsidies services such as prescriptions, hospitalisation, pregnancy, rehabilitation and special treatments. The social security scheme is based on 2 branches. The long term insurance (old age, invalidity, death/survivorship) and the short term insurance branch containing work accident and occupational disease, health and maternity. The social security system is compulsory and funded by contributions from employers, employees and the state.

Supplementary Private Care

Intralox contributes up to 75% total costs of the employee's supplementary private health insurance (including family). The contribution is paid per month to the employee.

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)
- Home Office set up budget: one-time expense budget of € 850 to purchase home office furniture such as a desk, chair, lighting or sit-stand desk converter
- Years of Service Award:
 - 5 yrs = € 50
 - 10 yrs = € 120
 - 15 yrs = € 200
 - 20 yrs = € 300
 - 25 yrs = € 500



