

Benefits Summary

SWITZERLAND

These benefits apply to Greene Tweed employees located in Switzerland.

This document summarizes available benefits; however, additional terms, conditions, and limitations may apply.

STATUTORY BENEFITS

Bank/Public Holidays

Greene Tweed provides employees with paid time off for bank/public holidays.

INSURANCE BENEFITS

Business Travel

Greene Tweed will provide coverage for medical costs due to an accident while traveling on company business inside and outside Switzerland.

Loss of Earnings (Sickness)

Greene Tweed provides coverage by offering insurance which compensates the loss of earnings.

ADDITIONAL BENEFITS

Holiday Information

In addition to the usual bank and public holidays, Greene Tweed offers 4-5 weeks (depending on contract) of paid vacation per year.

Flexible Time Program

Greene Tweed offers flexible time to all employees from Monday to Friday within the 39 hours frame working time.

RETIREMENT BENEFITS

Retirement

Second Pillar – Mandatory Occupational Pension (LPP) Contribution Schedule

AGE BAND	CONTRIBUTION RATE	
	Contribution Rate (Employees)	Contribution Rate (Employers)
25-34	3.6%	5.4%
35-44	5.2%	7.8%
45-54	6.4%	9.6%
55-65	7.6%	11.4%

ADDITIONAL BENEFITS

Employee Reward & Recognition

Greene Tweed offers a program that recognizes and rewards both individuals and teams that demonstrate innovation and excellence in the organization while utilizing the Principles that Guide Our Behavior. The reward amount is \$400 USD equivalent for nominated employees.

EAP - Employee Assistance Program

Greene Tweed offers employees an EAP program that will confidentially help with a wide variety of personal and work concerns, such as stress, parenting, substance abuse, financial, relationship, and family issues.

Education Assistance

Eligible employees may receive educational reimbursement based on an approved program of study. The annual calendar year reimbursement maximum amount is \$10,000 USD equivalent.

Bonus (AIP/SIP)

Greene Tweed employees are eligible for an annual bonus, Annual Incentive Plan (AIP), or Sales Incentive Plan (SIP), in accordance with the plan documents. Incentives are based on company and individual performance. Each employee has an incentive target expressed as a percentage or amount of base pay. Incentive targets are based on country market practices.

Note: Where legally possible, the Company reserves the right to modify or terminate these plans at any time.