

## Employee Benefits and Perks Summary

### EMEA Employees\*

#### Medical and Health Insurance (For 2021)

Inscopix complies and pays for the government/social organization provided coverages.

#### Retirement Plans

Inscopix complies with each country's retirement programs.

#### Time Off Summary

Vacation for full-time employees

- Inscopix follows guidelines/collective bargaining requirements in each country.

Reduction du Temps de Travail (RTT) in France

- Inscopix complies with France's RTT allowance each year.

Sick Leave for full-time employees

- Inscopix follows guidelines/collective bargaining requirements in each country.

Company Holidays

- Inscopix provides statutorily mandated holidays in each country/canton/province plus Juneteenth.

#### Wellness Reimbursement (Reimbursed up to country's currency equivalent on purchase date)

\$500 per year for fitness, mental health and wellness needs. (Eligible expenses and details in Company Wellness Policy).

#### Travel and Meal Reimbursement

Travel, accommodations and expenses incurred on behalf of the Company are processed through Concur. (Additional expenses and details in Travel Policy).

#### Technology

Based on role, additional technology reimbursement is provided.

\*These benefits are offered to regular employees who are not on short-term, temporary, or contract assignments at Inscopix.

