

### Annual working hours

To support our employees' work-life balance flexibility, we offer an annual scheduled working hours model with an average weekly working time of 42 hours.

### Maternity/paternity leave

After childbirth, the company continues to pay the mother's salary for 14 to 24 weeks. We also grant 10 days' fully paid paternity leave to fathers for the birth of their own children.

### This document is applicable for employees of

- Holcim Technology Ltd
- Holcim Group Services Ltd
- Holcim Ltd
- Holcim Helvetia Finance Ltd
- Holcim Foundation for Sustainable Construction
- Holcim Continental Finance Ltd
- Holcim International Finance Ltd
- Holdertrade AG
- Marine Cement AG
- Cementia Holding AG

This leaflet contains a summary of fringe benefits and conditions of employment for employees with permanent positions at Holcim corporate sites Switzerland. Further details can be found in the employment regulations, in the pension fund regulations and on the intranet.

**The conditions are subject to change.**

**Binding information on the conditions currently in force can be obtained from HR.**

### Holcim Technology and Services

Im Schachen  
5113 Holderbank, Switzerland  
info@holcim.com  
www.holcim.com  
Phone +41 58 858 58 94

# HTS FRINGE BENEFITS

## Explanatory Note

O&HR, HR corporate sites Switzerland



### Pension fund

We offer the opportunity to contribute into two additional optional pension plans, "Plus" and "Maxi", alongside the basic pension plan.

### Early retirement

In accordance with the provisions of the Holcim pension fund, early retirement may be taken three years before normal pension age.

### Long service gratuity

Long-serving employees (10 years or more) will receive cash or leave and Holcim shares.

<b>10 years of service</b>	50 Holcim shares
<b>15 years of service</b>	1/4 monthly salary
<b>20 years of service</b>	1/2 monthly salary
<b>25 years of service</b>	1 monthly salary, 100 LafargeHolcim shares
<b>30 years of service</b>	1 monthly salary
<b>35 years of service</b>	1 monthly salary
<b>40 years of service</b>	1 monthly salary, 150 Holcim shares
<b>45 years of service</b>	1 monthly salary

### Fitness centres

We provide a company fitness centre, offering a range of courses, at Holderbank. To keep our employees fit and healthy, we also offer massages, yoga and meditation sessions in Holderbank and Zug.

### Mobile working (home office)

In agreement with your line manager, Holcim supports working from home for up to 20% of your regular annual working time.

### Public transportation

In December, entitled employees receive REKA Money amounting to CHF 190.00 (full-time employment) or CHF 100.00 (part-time employment), which can be used to buy an SBB half-fare card.

### Parking

Parking spaces are available at Holderbank and Zug (limited) at no charge.

### Employee saving scheme and share acquisition

This operates free of charge and at preferential interest rates, as a rule 2% above the interest rate at Aargauische Kantonbank (limit: CHF 100,000.00). Some employees are entitled to buy discounted Holcim shares.

### REKA Money

Depending on the type of employment contract, the employee is entitled to purchase REKA Money amounting to CHF 1,500.00 or CHF 3,000.00 with a discount of 20%. REKA Money can be used to buy many different products and services such as SBB rail tickets, mountain railway tickets and petrol.

### Premium for employees recruiting employees

CHF 3,000.00 per successful placement.

### Holidays

Up to age 49	25 working days
From age 50	30 working days

### Employee counselling (EAP)

Working together with Movis company, we offer professional support and expert information on personal and work-related issues. As well dependents benefit from these services.

### Childcare

Holcim subsidises childcare with several large providers.

### Staff restaurants

Holcim at **Holderbank** has a staff restaurant at subsidised prices. The office in **Zug** offers plenty of choices for a subsidized lunch with colleagues.

### Food and drinks

Mineral water, coffee, tea and fresh fruit are available at no charge.

### First class accident and health coverage worldwide

LafargeHolcim covers the entire insurance premium for occupational and non-occupational accident and health care (business trips).

### Basic and continuous training

Holcim promotes the basic and continuous training of its employees and regards this as personal development working towards the optimum performance of duties. Cost absorption or cost-sharing are agreed in collaboration with the line manager and HR.

### Fleet rebate

Employees with a permanent employment contract are entitled to benefit from fleet rebates when buying a car.

### Recognition of employee events

There are gifts for e.g. birthdays, weddings, passed exams, Christmas, etc.

### Rebate of products and services

Discounted conditions are available with many providers on their products and services (e.g. Mitarbeitervorteile, Brands for Employees).