

Company Benefits



17% receive medical insurance

7% receive vision insurance

21% receive pension or retirement benefits from their employers.

33%

receive above mandated maternity or paternity leave



*Paid maternity is mandated across many European countries, such as Germany (14 weeks), France (16 weeks) and the Netherlands (16 weeks).



29%
work remotely

37%
work hybrid

16%
work in office

18%
flexible hours.



20%

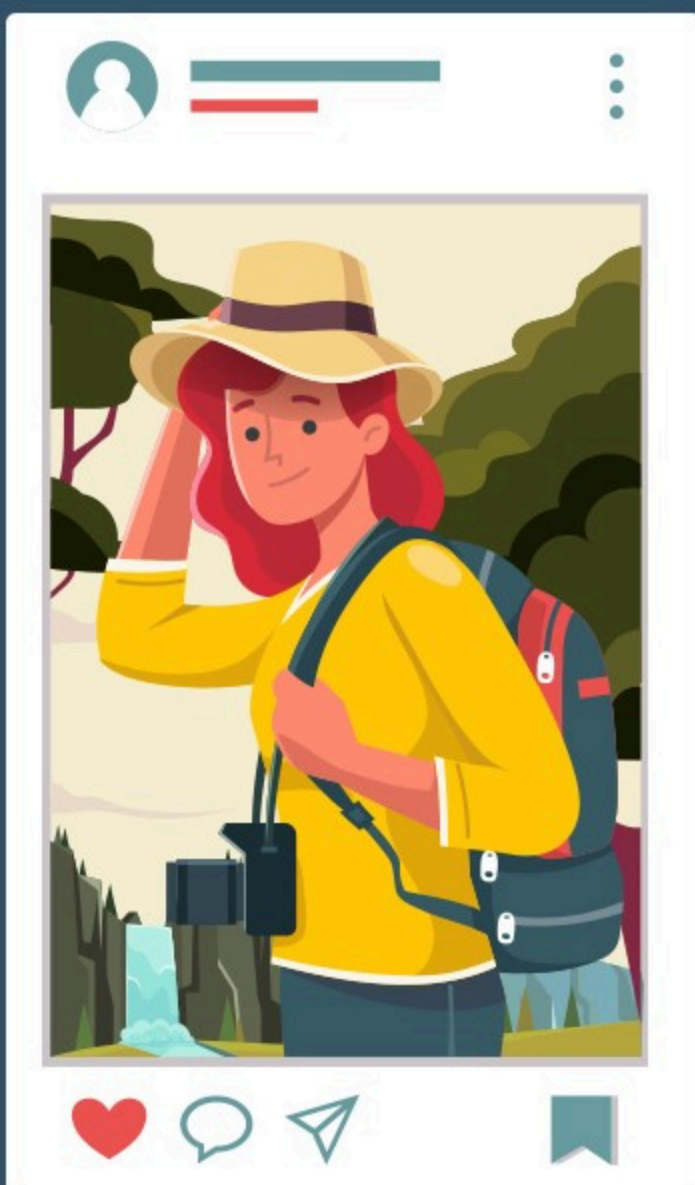
are offered subsidised lunches



19%

receive wellness services

Holidays



24% are offered above mandated holiday entitlements

Comment Share 12.5k

7.5% can take unlimited **unpaid** holidays

Comment Share 759

4% can take unlimited **paid** holidays

Comment Share 759

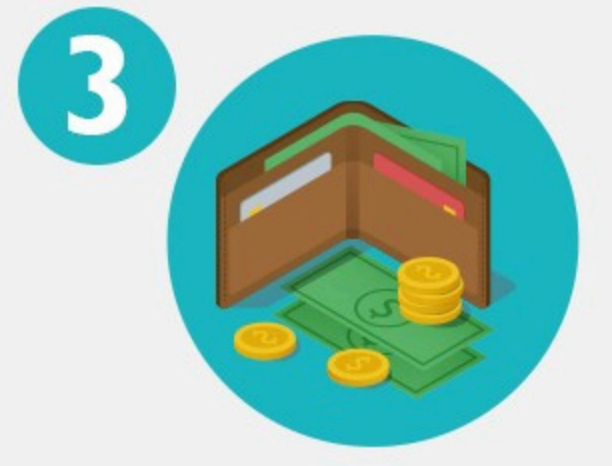
Work Priorities



Work/Life Balance



Workplace Culture



Compensation

Job Security



30%

believe it's likely or very likely that their job security is at risk in the next 12 months

Are you fairly compensated in your role?

Response	Percentage
Strongly Agree	9%
Agree	34%
Neither Agree or Disagree	32%
Disagree	19%
Strongly Disagree	7%

Compensation



64%

received a pay increase in the last 12 months, with **17%** receiving less than a **5%** pay increase, **35%** receiving a **6-20%** pay increase, and **16%** receiving more than a **20%** pay increase.

47%

received a cash bonus or equity/shares in the last 12 months. **32%** received less than **10%** of their salary, **18%** received between **11-20%** of their salary, **5%** received **21-30%** of their salary, and **11%** received more than **30%** of their salary.

