HOLCIM | EUROPEAN BUSINESS SERVICES

EMPLOYEE BENEFITS OVERVIEW

This leaflet gives you a quick overview of the perks and work conditions for our team members in permanent roles at Holcim European Business Services (EBS) in Košice, Slovakia. If you're looking for more info, feel free to check out the employment regulations, pension fund guidelines, or the intranet!

The terms might change from time to time. For the latest updates and info, it's best to check in with our HR team.

Updated: August 2026

FINANCIAL BENEFITS

Annual 5% bonus

Employees are eligible for a bonus equivalent to 5% of their annual salary. This bonus is paid once a year based on the performance of both the Holcim Group and EBS.

Grade-related bonus

Employees receive grade-related bonuses ranging from 350 EUR to 800 EUR gross, paid with the November salary.

Employee referral program

You can boost your earnings by referring talented individuals to join our team. Referral bonuses range from 100 EUR for part-time roles to 500 EUR for hard-to-fill roles.

Supplementary pension fund (DDS)

You can contribute a minimum of 10 EUR to the pension fund, and the company adds 35 EUR.

Working anniversary awards

We celebrate your loyalty with annual financial awards, starting from your 4th year.

CONTINUOUS EDUCATION

Development opportunities

Enroll into our Certified Academies, take a language course or training session with experts.

HOLCIM UNIVERSITY

Holcim offers a wide range of programs tailored for all our employees from individual contributors and Team Leaders to Early Career, Middle Managers, and Senior Leaders.

HEALTH & WELL-BEING

Healthy Fridays

Start your Fridays with a healthy breakfast at the office.

Multisport card

Stay active and healthy with our Multisport card for various fitness activities or spa facilities. Every full-time new joiner receives a 1-month trial Multisport card during their probation. After the probation period, you can request an official card by emailing the Internal HR team. The card costs 41,00€ for employees, 52,50€ for their adult family members, and 21€ for child family members, with deductions starting once the Salary deductions agreement is signed.

Sick days

We provide 3 sick days per year, extra time off for recovery in case of sudden health issues.

Coaching and advisory

To ensure your development and well-being access professional external coaching and advisory line.

SOCIAL EVENTS

Enjoy Health and Safety week, Teambuilding activities, Women's day, Men's day, Summer rooftop party, Christmas party, etc.

Eco activities

Engage in eco-friendly initiatives during working hours, including swaps, quizzes, and workshops.

Volunteering

Give back to the community with volunteering opportunities during working hours.

VACATION

Employees up to 32 years old are entitled to 20 days of leave, while those aged 33 and older receive 25 days.

ADDITIONAL BENEFITS

Subsidized lunch - meal voucher

The employer provides all employees with either a meal voucher of €7.5/day (with an employee contribution of €1.0/day) or a financial allowance of €6.5/day paid directly to their bank account, including days off.

Free coffee and tea

Eco friendly, Pet friendly, Baby friendly office

DISCOUNTS AND SPECIAL OFFERS

- **UniCredit Bank:** Get a free bank account with up to €400 in bonuses.
- **Eatster Deal:** Get 10% off once daily at Yam Yam, Poke Kings, Bistro Babička, La Hacienda, or Smile Street Food.
- **Vita Asia restaurant:** EBS discount 5% for daily menu and 10% for a classic menu.
- **Escape Rooms Košice** 10% discount on the entire game (for whole group).
- Special Offers on tickets for **Hockey Club Košice.**
- Enjoy a 10% discount at **Precise Group Restaurants**, including: La Hacienda, Red Velvet, Precise Kantina, Smile Streetfood, Poke Kings, Yam Yam, Šum vináreň, Bistro Babička.
- **Union Insurance** offers discounts: up to 40% off on home and motor insurance, and up to 20% off on travel insurance in Slovakia.
- **Koala Tours Travel Agency** - enjoy an extra 3% discount on last-minute stay-based trips abroad.
- **NAY Electronics:** Enjoy discounts of up to 30% both in-store and online, extended return period for products and exclusive deals.
- **Alza.sk** - employee accounts with discounts.
- **Powerlogy premium nutrition** 17% discount.
- **Fresh grocery shops** - card with 3% discount.
- **Hotel Ambassador:** 10% discount on the lunch menu and rental services for weddings and parties with a company badge.
- 11% discount on Nature's beta-glucan nutritional supplements and cosmetics available at **www.natures.sk**
- **Starbucks** in OD Urban - 10%

FLEXIBLE WORKING HOURS

Choose your working hours within our core hours of 9:00 AM to 3:00 PM (40 hours a week working time). Discover our flexible work options, including remote and hybrid.

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