



living better together

# Your Benefits

**living better together** – this promise applies not only to our customers, but especially to you as our employee! Here you can develop yourself and actively shape your personal **“better”**.

We offer a wide range of benefits to support you in your everyday life.

# Caring together

Your personal well-being.

## **Mental Health with Mavie**

Free and anonymous counseling & coaching for our employees and their closest relatives (online or on-site, at 9 locations throughout Austria).

## **Mavie Health Hub at the UNIQA Tower**

Whether it's a health check, relaxing massages in the recharge hub or nutritional advice – simply take care of your health in everyday life.

## **Company doctors**

Take advantage of our preventive check-ups and the annual vaccination opportunities.

## **Fit together**

Fit15 with UNIQA VitalCoaches, UNIQA SportClub and much more.

# Working together.

Your work-life balance.

## Flexible working hours

Adapt your work to your needs: with our flex-time model and the short core hours\*.

## Remote work within the EU

Flexible working throughout Europe: take advantage of up to 20 days of remote work per year from an EU country of your choice\*\*.

## Home office

Depending on your job & requirements, we offer three different options with up to 21 days of home office per calendar month (0-8 days / 6-15 days / 8-21 days).

Additional 400 Euro home office starter package & daily home office allowance of 2.50 Euro.

\* At the head office (Mon–Thu 10 a.m.–2 p.m., Fri 10 a.m.–12 p.m.), no core hours at IT-KV

\*\* in the back office

# Growing together.

Your personal & professional development.

## Your Learning Journey

Benefit from personalized learning and development opportunities through our UNIQA University — tailored to support your individual career goals.

## Learning from each other

(Reverse) mentoring or shadowing: Learn from each other together with colleagues across generations and look over the shoulders of our top management for a day during job shadowing.

## UNIQA Volunteer Day

Social commitment is part of our corporate culture. We encourage our colleagues to get involved in society with one additional day off for social work per year!

## UNIQA Networks

Connect with colleagues through our women's, LGBTQIA+, and sustainability networks and make an impact on the topics you care about.

And many other benefits.

### **50% subsidy for your public transport ticket!**

Whether it's a Wiener Linien annual pass or KlimaTicket Österreich: we support climate-friendly mobility and cover 50% of our employees' annual public transport ticket.

### **Exclusive insurance offers**

Whether health, accident, car or legal expenses insurance – our employees enjoy exclusive benefits with UNIQA insurance: with discounts of up to 50%.

### **Special conditions with Raiffeisen**

Free my ELBA Premium, account management of 11.24 Euro/year and many other benefits.

### **Employee discounts & vouchers**

Benefit from special conditions at Raiffeisen products, supermarkets, furniture stores, mobile phone providers and many more.

### **Canteen from DO&CO & Lunchit**

Whether it's coffee with friends or delivery service during home office: in addition to the discounted menus in our DO&CO canteen at the UNIQA Tower, we support you with additional 38 Euro via our Lunchit app.

*\* (76 Euro/month at locations without a canteen)*