

MicroStrategy

## Germany benefits summary

The MicroStrategy Germany benefits package offers comprehensive insurance coverage, pre-tax savings plans, paid time off and a unique blend of perks designed to help you meet your financial and personal goals.

We are committed to offering an employment experience and benefits package that enable you and your family to grow with us and to share in our success.

## Health Insurance (GKV/PKV)

MicroStrategy contributes to the cost of state-provided or private medical funds (based on the employee's circumstances & personal preferences) on a co-sharing basis. The employee is covered if he or she requires in or out-patient hospital treatment.

## Supplementary Pension Plan

After the employee's probationary period, MicroStrategy will pay a contribution equal to five percent of the employee's gross base salary into a designated Group Personal Pension Plan.

## Group Accident Insurance (Gruppenunfallversicherung)

24/7 personal coverage in case of accidents, disability, death and hospital per diem included.

## Statutory Accident Insurance (DGUV)

The statutory accident insurance covers for accidents at work and during commute to work including occupational diseases.

## Business Travel Insurance

Employees domiciled outside of US and Canada are covered during business travel only, including personal deviation and sojourn. Principal Sum of \$100,000 and Aggregate Limit of \$10,000,000 per accident

## Annual Leave

The Employee is entitled to an annual paid vacation of 28 working days (in case of five workdays per week). These 28 working days are composed of 20 statutory vacation days and 8 additional vacation days granted by the Employer (the "Additional Vacation").

After two full years of service, the annual paid vacation increase to 30 working days.

## Public Holidays

In addition to annual holidays the employee shall be entitled to paid holidays on all of the usual statutory and public holidays in Germany together with any additional holidays awarded by the Company.

## Sick Leave

Employee will receive 100% of their salary for a period of six weeks (four weeks' qualifying service) by MicroStrategy.

## Maternity Leave / Parental Leave

Statutory pay and leave entitlement.

## Employee Referral Program

Financial incentive for recommendation and subsequent hiring of a new recruit.

## Company Bonus Plan (Confirmed individually in writing)

Performance-related financial bonus awarded quarterly.

## Service Awards

Employees are recognised for years of service through the Service Award Programme. Service anniversary milestones are recognized at 5, 10, 15, 20 and above years of service. Service is based on your MicroStrategy start date.

## Employee Recognition

MicroStrategy recognises its employees for their accomplishments via the E3 Programme and are eligible to receive non-cash prizes/awards for their exceptional individual performance from their colleagues.

Any descriptions of the benefits stated in this policy are provided for guidance purposes only and do not constitute binding or contractual terms and conditions of employment. Some benefits stated are subject to local taxation laws and regulations. The Company in its sole and absolute discretion reserves the right to discontinue, vary or amend this policy at any time on reasonable notice to the Eligible Employee. If any benefit hereunder is discontinued, the Company will not be liable to provide any replacement benefit of the same or similar kind, or compensation in lieu of such benefit.