WHAT YOU NEED TO KNOW

YOUR BENEFITS SUMMARY

Every day you impact the future of health by preventing disease. To recognize your contributions, we offer you performance-based pay; a flexible, welcoming work environment, comprehensive, competitive health, well-being, income security and retirement benefits.

Updated June 2021

This summary provides a brief overview of the benefits programs available to Novavax employees. Every effort has been made to ensure the accuracy of this information. However, if there is any inconsistency between this summary and the provisions of any plan or coverage document, the plan or coverage document will prevail. Novavax reserves the right to change, supplement, amend or terminate any benefit plan or policy at any time.
All employees receive an annual wellness allowance. We also organize and offer other health-promoting activities when applicable.

In the case of new employment, the allowance is divided into 12 months and paid for the months you worked.

All employees have the opportunity for a 30-minute massage during working hours once a month, which is paid for by the employee himself, via wellness allowance or directly to the massage company.

**Occupational health care**

Novavax AB has agreement with external partners for any work-related issue. This ensures that we have the best competence needed, if we need it, to secure a safe and secure work environment.

**Working environment**

The company works actively and continuously to maintain a safe and healthy workplace.
INSURANCE AND PENSION

Through its membership in the employers’ organization IKEM, and thus Svenskt Business, obligation to pay compulsory insurance through the collective agreement lack of work, work injury, death and illness / old age pension. The figure is taken from FINFA, https://www.finfa.se/ and describes insurance and pensions.

We have a collective agreement with IKEM and this includes all contractual insurances including pension. For pension advice we cooperate with an external partner.

Through the company's insurance advisor, Söderberg & Partners, every employee has the opportunity to receive advice and review of their pension insurance.

CONTACT PERSONS

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VACATION

The company applies 25 or 30 days of vacation, depending on type of contract.