

## Billing rates valid from 01 November 2025

### Billing rates according to the terms and conditions of delivery of Siemens AG Austria, Smart Infrastructure Buildings

#### I. Billing rates for on-site<sup>1</sup> and remote assignments<sup>2</sup> (standard hour in EUR, plus VAT):

Function	Hourly rate (EUR)
Project manager	192,79
System technician with service contract	169,61
System technician without service contract	262,68
Software technician with service contract	192,79
Software technician without service contract	300,18

#### II. Billing rates for long-distance assignments<sup>3</sup> and assignments abroad<sup>4</sup> (standard hour in EUR, plus VAT):

Function	Hourly rate (EUR)
Project manager	200,51
System technician with service contract	177,99
System technician without service contract	272,92
Software technician with service contract	200,51
Software technician without service contract	308,58

<sup>1</sup> On-site assignments are services provided by Siemens personnel within the administrative area of the municipality in which the commissioned Siemens business unit has its business address.

<sup>2</sup> Remote assignments are services provided by Siemens personnel at the respective Siemens location using remote access.

<sup>3</sup> Long-distance assignments are services provided by Siemens personnel outside the administrative area of the municipality in which the commissioned Siemens business unit has its business address.

<sup>4</sup> Assignments abroad are all services provided by Siemens personnel outside of Austria.

# SIEMENS

## Regular working hours:

- Monday - Thursday: 07:00 - 16:30
- Friday: 07:00 - 13:00

## Billing unit:

The smallest billing unit is ½ hour.

## Surcharges:

- Overtime: +40%
- Night, Sunday and public holiday work (incl. 24 December): +80%
- Work at night, on Saturdays, Sundays and public holidays for long-distance work and work abroad within the period of service provision: Payment of the allowances to which the staff are entitled under the Collective Agreement (e.g.: expense allowance, night allowance, etc.) regardless of the actual provision of services

## Substitute rest:

The substitute rest in accordance with the provisions of the Rest Periods Act shall be compensated in accordance with the provisions of the Collective Agreement for employees in the Electrical and Electronics Industry in force at the time the service is performed, irrespective of a lump-sum order or an order based on unit prices.

## Travel times and travel expenses:

- As a rule, travel times and distances are covered by flat-rate travel allowances. For more extensive journeys or for defined areas of assignment, specific flat rates may be given priority by means of special explanations and by stating the underlying assumptions in the offer.
- If no flat-rate price is offered or if journeys exceed the expenditure calculated on a flat-rate basis, the following principles shall apply to the billing:
  - Travel times<sup>5</sup> will be compensated in the amount actually incurred, depending on the time of the trip, and in addition the mileage allowance will be charged in accordance with the applicable provisions of the Collective Agreement of the Electrical and Electronics Industry or the actual costs incurred for other means of travel.
  - Accommodation costs shall be charged in the actual amount

Where reference is made to terms of delivery in the billing rates, these are the terms and conditions of Siemens AG Austria referenced in the respective offer.

If overtime or work at night / on Sundays / public holidays must necessarily be performed as part of a lump-sum order or in the course of services that are billed at standard rates, such hours worked shall be charged separately with the amount that exceeds the otherwise applicable standard hourly rate.

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<sup>5</sup> Travel times is defined as the time spent travelling from the respective Siemens location or from the employee's place of accommodation temporarily taken up for the provision of services to the place of performance and the corresponding return journey, as well as the time required for travelling between two places of performance on the same calendar day.



## Supplement to billing rates valid from 01 November 2025

The following explanations apply to the billing rates according to the terms and conditions of delivery of **Siemens AG Austria, Smart Infrastructure Buildings** for the whole of Austria:

**Special provisions regarding travel allowances for services in the fields of fire protection, security technology and measuring, operation and control technologies:**

Area	Distance	Travel allowance (EUR)
Within the local area of the Siemens location (Vienna, St. Pölten, Linz, Salzburg, Graz, Klagenfurt, Innsbruck, Bregenz)	-	124,33
Outside the local area of the Siemens location	up to 20 km	138,35
Outside the local area of the Siemens location	up to 50 km	205,36
Outside the local area of the Siemens location	over 50 km	265,08

The travel allowance replaces the billing of travel times and distance according to actual expenditure.

**Special provisions regarding bollard systems in the Salzburg area of operation:**

When technicians are deployed on bollard systems, the hourly rate of EUR 255,03 (standard hour, including travel allowance and bollard vehicle) is charged.

The regular working hours and the overtime surcharge regulation are applied analogue to page 1 of the billing rates.

**Special provisions regarding climbing aids:**

If climbing aids are required for the assignments and are not provided by the customer, risers, aerial work platforms, etc. provided by Siemens Smart Infrastructure Buildings for the customer will be charged for the duration of the work assignment.