



2018 BENEFITS SUMMARY SPAIN

Employees are eligible for most benefits programs on the first day of employment.

Legal holidays: The employees are entitled to the legal holidays as announced by the government. These may vary from year to year or province to province but cannot exceed 14 days.

Vacation: The employees are entitled to 30 days of paid vacation (for a full time employment) per year after a year of continuous employment.

Healthcare insurance: The employer provides a private healthcare insurance to the employees (paid for 100% by the employer).

Life insurance: The employer provides a life insurance to the employees (paid for 100% by the employer).

Salary: The salary is paid in 15 installments. The 13th, 14th and 15th installments are paid in 12 monthly installments.

Sick pay: Additional to what the law provides the company will pay 100% of the salary during the first three days of sickness.

Worldwide accident insurance: Applicable in case an accident occurs during a business trip:

- Lump sum of 3x salary payable in the event of accidental death (limit 1,000,000\$)
- Lump sum between 25% & 100% of the compensation paid out in case of accidental death in the event of disability (% depends on type of disability)

This insurance is paid for 100% by the employer.

Company car: The employees with a salary grade 15 and above are eligible to a company car. Sales employees in the following positions are eligible as well: field application engineers, field sales engineers, field application system engineers, sales account managers, global account managers, sales directors and VP sales. The lease budget is available in the EMEA car policy.

Fuel Card: Employees with a company car are entitled to a fuel card. The fuel card can only be used in Spain and the surrounding countries.

Bonus: Employees (non-sales) as of grade 11 are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.