

# Benefits Summary

GERMANY

These benefits apply to Greene Tweed employees located in Germany.

This document summarizes available benefits; however, additional terms, conditions, and limitations may apply.

## STATUTORY BENEFITS

### **Bank/Public Holidays**

Greene Tweed provides employees with paid time off for bank/public holidays.

### **Leave**

Greene Tweed will provide employees with parental and sickness leaves according to the statutory requirements.

## INSURANCE BENEFITS

### **Business Travel**

Greene Tweed will provide an insurance to mitigate cost of invalidity for eligible employees in case of an accident.

## ADDITIONAL BENEFITS

### **Holiday Information**

In addition to the usual bank and public holidays, employees are entitled to 30 days (based on a 5-day work week) of vacation.

### **Flexible Time Program**

Greene Tweed offers flexible time to all employees from Monday to Friday within the 39 hours frame working time.

## **ADDITIONAL BENEFITS**

### **Employee Reward & Recognition**

Greene Tweed offers a program that recognizes and rewards both individuals and teams that demonstrate innovation and excellence in the organization while utilizing the Principles that Guide Our Behavior. The reward amount is \$400 USD equivalent for nominated employees.

### **VwL (Vermögenswirksame Leistung)**

Greene Tweed employees are eligible for a payment of EUR 26.59 per month.

### **Health Care**

Free eye tests and flu vaccination.

### **Education Assistance**

Eligible employees may receive educational reimbursement based on an approved program of study. The annual calendar year reimbursement maximum amount is \$10,000 USD equivalent.

### **EAP - Employee Assistance Program**

Greene Tweed offers employees an EAP program that will confidentially help with a wide variety of personal and work concerns, such as stress, parenting, substance abuse, financial, relationship, and family issues.

### **Bonus (AIP/SIP)**

Greene Tweed employees are eligible for an annual bonus, Annual Incentive Plan (AIP), or Sales Incentive Plan (SIP), in accordance with the plan documents. Incentives are based on company and individual performance. Each employee has an incentive target expressed as a percentage or amount of base pay. Incentive targets are based on country market practices.

### **Automobile Benefit**

Greene Tweed offers eligible employees an automobile benefit.

**Note:** Where legally possible, the Company reserves the right to modify or terminate these plans at any time.



**GREENE TWEED OFFERS A PROGRAM THAT RECOGNIZES AND REWARDS BOTH INDIVIDUALS AND TEAMS THAT DEMONSTRATE INNOVATION AND EXCELLENCE IN THE ORGANIZATION**