

# Benefits Summary

FRANCE

These benefits apply to Greene Tweed employees located in France.

This document summarizes available benefits available; 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 offers support in accordance with the statutory requirements for maternity and sickness leave.

## INSURANCE BENEFITS

### **Group Medical**

Greene Tweed employees are partially covered under the national system. Greene Tweed offers eligible employees and dependants private medical and dental coverage at the end of the first full month of employment. Greene Tweed will pay 100% of the contribution. The mix of national system and this coverage allows employees to be reimbursed between 70% to 100% of medical expenses.

### **Business Travel**

Greene Tweed will provide coverage for medical costs due to an accident while traveling on company business inside and outside France.

## RETIREMENT BENEFITS

### Pension Scheme

After one full year of employment, employees have to participate in the company pension scheme.

CONTRIBUTIONS	NON-EXEMPT		EXEMPT	
	Employees	Employers	Employees	Employers
Article 83	0,484 %	4,356 %	0,68 %	5,00 %

## ADDITIONAL BENEFITS

### Holiday Information

In addition to the usual bank/public holidays, employees are eligible for five weeks vacation based on service (prorated the first year). Employees are entitled to two additional days after one full year of employment.

Under French law, employees are entitled to additional holiday time. Non-exempt employees working 38 hours per week are entitled to 19 days and exempts working a maximum of 214 days per year are entitled to 14 days.

### 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.

### 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.

### 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.

### Training Plan

Employees are entitled to 24 hours of training per year called CPF.

### 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.

### Lunch Benefit

Greene Tweed utilises the services of a local off-site Canteen to provide a subsidised Lunch for employees.

### Car Benefit

Greene Tweed offers eligible employees a car benefit.