

2025 BENEFITS

BENEFIT	FULL-TIME	PART-TIME	TEMPORARY	REGIONES/PAÍSES DE APLICACIÓN
Stock options, Levels: Level 1 Executives and Managers	✓	✗	✗	All regions: Brazil, Canada, Mexico, USA, Asia, BQ, EAA, LAC, and LAS.
Company car, Levels: Level 1 and/or Level 2 Executives and/or Managers	✓	✗	✗	Colombia, Guatemala, Spain, Portugal, Morocco, Mexico, Ecuador, Panama, USA, Venezuela, Brazil, Costa Rica, Italy. United Kingdom: Provided to part-time associates. Canada: Car allowance for sales managers and management levels and above. USA: Car allowance for the sales team. El Salvador, Honduras, Nicaragua: Sales only. China: Only for international assignees. India: From director level and above. France: Car allowance for all levels. South Africa: Directors receive a car allowance. Latin America: Applies to 2nd-level executives if they are international assignees who receive this benefit in their home country. BQ ASIA (1st-level executives / Plant Managers and VPs).
Maternity or paternity leave	✓	✓	✓	Full-Time associates: Mexico, Canada, EAA, LAS, LAC, USA, Brazil, Asia, BQ EAA, BQ Asia, India. Offered to part-time associates only in: EAA, USA, Canada, Russia, France, Italy, Ukraine, Turkey, Kazakhstan. Offered to temporary associates only in: EAA, France, Italy, Russia, Turkey, Kazakhstan, LAC.
Annual performance bonus	✓	✓	✓	Brazil, Canada, China (except administrative level), India, EAA, Mexico, USA, LAC, LAS, BQ EAA, BQ ASIA. Offered to part-time associates only in: France, Italy, Ukraine.
Medical check-up, at least for managerial levels	✓	✓	✓	Mexico, LAC, Brazil, BQ EAA, BQ Asia, China, Spain, Portugal, United Kingdom, USA, Canada (Executive levels only), South Africa, LAS (Argentina, Chile, Paraguay, Peru). Offered to temporary and part-time associates in: United Kingdom, Ukraine, BQ US.
Life insurance	✓	✓	✓	Argentina, Brazil, Canada, Chile, EAA, LAC, Mexico, Peru, USA, France, South Africa, Turkey, BQ Asia, India. Offered to part-time associates only in: Turkey, France, the US (after one year of service), Morocco, and the UK. Offered to temporary associates only in: El Salvador, Honduras, Brazil, Canada, Turkey, and Morocco.
Health insurance	✓	✓	✓	Offered at all levels: Argentina (except operational level), Brazil, Chile, Ecuador, Morocco, Spain, BQ EAA (except South Africa and Kazakhstan), India, BQ US, BQ Asia, and South Africa. Offered to Executive level and above: China (international assignments only), Canada, Colombia, Costa Rica, El Salvador, Guatemala, Portugal, Mexico, Nicaragua, Peru, Uruguay, the United Kingdom, and the U.S. Offered to Supervisor level and above: Panama, the United Kingdom, Russia, and Kazakhstan. Offered to operational and supervisor levels: Guatemala (contributory) and Honduras. Offered to part-time associates only in: the United Kingdom, France, Italy, Turkey, Ukraine, Morocco, and the USA (after one year of service) Offered to temporary associates only in: Turkey and Morocco



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