



# Your 2025 Total Rewards Statement





A comprehensive view of how we invest in YOU.

Your **Total Rewards Statement** complements your **compensation letter** (covering base and variable pay) and highlights everything else Camunda invests in to support your holistic wellbeing, with benefits and programs that are globally consistent and locally relevant. ✨ Our people are our most important asset, and so as we continue to innovate in the Enterprise Agentic Orchestration space, this is Camunda’s investment in you.

## What it includes ✨

- **Healthcare:** Support for your physical and mental health so you can feel your best. 🏥
- **Financial Security:** Programs that help protect your present and plan for your future. 🛡️
- **Equity:** Long-term ownership through our Virtual Stock Option Plan, aligning your success with Camunda’s growth. 📈
- **Flexible Time Off & Leaves:** Space to rest, recharge, and take care of what matters. 🌴
- **Growth & Recognition:** Learning, development, and recognition that celebrate your impact. 🚀
- **Global Wellbeing & Support:** Everyday benefits and resources that make life and work smoother. ❤️

Reward	Description	Additional Investment in You
 <a href="#">Healthcare</a>	Camunda provides a monthly medical allowance designed to support the cost of private medical insurance for you and your loved ones. The allowance is paid as a table benefit, with contribution amounts varying by coverage tier.	6,000 SGD
 Financial Security	No employer-mandated retirement contributions are currently listed locally. Retirement savings or statutory programs (e.g., Central Provident Fund for eligible residents) remain the Camundi’s responsibility. Available options are reviewed annually as Camunda continues to explore expanding local offerings.	Not currently applicable.





Values are illustrative and assume employee only healthcare coverage and an average of ~30 days of Flexible Time Off (~12% annual salary average total annual salary). Financial Security reflects confirmed Camunda contributions. Equity (VSOP) is detailed in the Ledyg account, not valued here. Growth & Recognition includes the Learning & Development allowance; discretionary awards are excluded. Global Wellbeing & Support includes global programs such as Modern Health and Headspace and may vary by local healthcare provider offerings. The Total Rewards value reflects only guaranteed Camunda-paid contributions and are rounded to the nearest hundredth where applicable. All amounts shown are converted to local currency for ease of reference.



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Reward	Description	Additional Investment in You
 <a href="#">Equity (VSOP)</a>	Camunda Virtual Stock Option Plan (VSOP) provides long-term ownership aligned with company growth. Shares vest monthly over four years; additional equity may be awarded through promotion or refresh grants.	See your Ledy portal for details of your individual grant(s).
 <a href="#">Flexible Time Off</a> & <a href="#">Leaves</a>	Encouraged to take at least 30 days of FTO annually, plus local holidays and statutory leave. Time may be used for rest, volunteering, personal needs while maintaining business continuity. Includes parental, sick, caregiver, bereavement, and other statutory leaves. FTO aligns with statutory childcare and parental leave entitlements.	~12% of Total Annual Salary (Base + Variable if applicable)
 <a href="#">Growth</a> & <a href="#">Recognition</a>	Annual Professional Growth benefit of 1,000 USD for courses, books, learning, and more. Camundi Kudos Recognition program includes peer shoutouts, Spot, and Exceptional Achievement Awards celebrating contributions and impact. Note, the Spot and Exceptional Achievement awards also include a monetary incentive.	1,400 SGD
 <a href="#">Global Wellbeing</a> & <a href="#">Support</a>	Comprehensive wellbeing and family support for all Camundi and dependents, including <a href="#">Modern Health</a> coaching and therapy, group session and digital mindfulness resources through <a href="#">Headspace</a> . Local healthcare providers may also offer additional resources. Login: your work email Code: Camunda	400 SGD

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