



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
 Healthcare	Camunda provides a premium private health insurance plan administered via Remteo.com. Includes comprehensive inpatient and outpatient coverage, maternity, dental, vision, as well as mental health and well support, complementing Spain's public healthcare system.	1,800 EUR
 Financial Security	Camunda contributes to your financial wellbeing through statutory pension contributions in accordance with Spain's social security system (Seguridad Social), providing statutory income protection for the future. Key allowance includes WFH €17.	Statutory pension and allowance administered via Remote.com.





Values are illustrative and assume employee only healthcare coverage and an average of ~30 days of Flexible Time Off (~12% annual salary). Financial Security reflects confirmed Camunda contributions. Equity (VSOP) is detailed in the Ledy 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
 Equity (VSOP)	Camunda's 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).
 Flexible Time Off & Leaves	Camundi are 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.	~12% of Total Annual Salary (Base + Variable if applicable)
 Growth & Recognition	<p>Annual Professional Growth benefit of 1,000 EUR for courses, books, learning, and more.</p> <p>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.</p>	1,000 EUR
 Global Wellbeing & Support	<p>Comprehensive wellbeing and family support for all Camundi and dependents, including Modern Health coaching and therapy, group session and digital mindfulness resources through Headspace. Local healthcare providers may also offer additional resources.</p> <p>Login: your work email Code: Camunda</p>	300 EUR

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