

B-REEL GLOBAL PARENTAL LEAVE COMPENSATION POLICY

Adopted February 13 2017

1. INTRODUCTION

We are making a global push to support new parents. As a company, we encourage our employees to bond with their children and to be able to do this without too much financial strain. B-Reel will therefore offer certain compensation to employees who have become parents.

What the employee will be offered depends on which country the employee is working in since the legislation and level of state support differs between the different countries where B-Reel offices are located.

This policy only concerns compensation during parental leave and is not intended to extend or limit the employees' right to parental leave (with or without compensation) according to relevant applicable legislation.

2. CONDITIONS

An employee will be offered compensation according to the local policy applicable for the office where the employee's employment is based at the time of giving birth (or adopting the child).

Salary according to this policy means the employee's monthly salary, excluding over-time compensation, benefits, bonuses and other variable components.

3. COMPENSATION

The following local compensation policies apply.

3.1. USA

In the US, B-Reel is part of PPL, Pledge for Parental Leave, which in short means that we will offer three months paid leave to primary caregivers. In addition to this, we go one step further and offer two weeks paid leave for secondary caregivers. On top of that, additional unpaid time off is also available, for a total of six months for primary caregivers and six weeks for secondary caregivers. Employees will continue to receive fully paid health care coverage during both paid and unpaid time off and they are guaranteed their jobs when they return.

The definition of primary caregiver is the parent taking care of the child at least 75% of

the total parenting time, within two years after birth.

Parenting time is defined as time any parent is off work for parenting of the actual child, or children, and / or the time for which any parent receives any support from the company or the state / federation / city for parenting within the legal time limits for parenting in the actual geographic location.

To be eligible for compensation, the employee must have been employed for at least one year.

3.2. Sweden

B-Reel will, during 1.5 months, pay the difference between the employee's parental benefit and the employee's salary, to an employee who is on parental leave in connection with a child's birth.

When calculating the difference between parental benefit and the employee's salary, parental benefit shall be calculated as the full (100%) parental benefit to which the employee is entitled according to the Social insurance code (2010:110).

To be eligible for compensation according to this policy, the employee must have been employed for at least one year.

3.3. United Kingdom

B-Reel will pay statutory maternity pay as well as statutory paternity pay according to applicable legislation, to employees on maternity and paternity leave. In addition to this, B-Reel will, during three months, pay the difference between the employee's statutory maternity pay and the employee's salary, to an employee who is on maternity leave in connection with a child's birth.

To be eligible for compensation according to this policy, the employee must have been employed for at least one year.

3.4. Germany

B-Reel will pay maternity allowance (Mutterschaftsgeld) to pregnant employees on leave, according to applicable legislation. Currently, this means that B-Reel will pay the difference between the state payment and the employee's full salary during six weeks before and eight weeks after the birth of the child.

B-Reel will, during two weeks, pay the difference between the state payment and the employee's full salary, to an employee (father/partner) who is on parental leave in connection with a child's birth.

When calculating the difference between state payment and the employee's salary, state payment shall be calculated as the full (100%) payment to which the employee is entitled.

3.5. Spain

B-Reel will, during 16 weeks, pay the difference between the contributory maternity benefit of an employee (mother) and the employee's salary, to an employee who is on maternity leave in connection with a child's birth.

B-Reel will, during 13 days + 1 day, pay the difference between the contributory paternity benefit of an employee (father/partner) and the employee's salary, to an employee who is on paternity leave in connection with a child's birth.

When calculating the difference between the contributory maternity/paternity benefit and the employee's salary, the benefit shall be calculated as the full (100%) benefit to which the employee is entitled according to applicable legislation.

To be eligible for compensation according to this policy, the employee must have been employed for at least one year.
