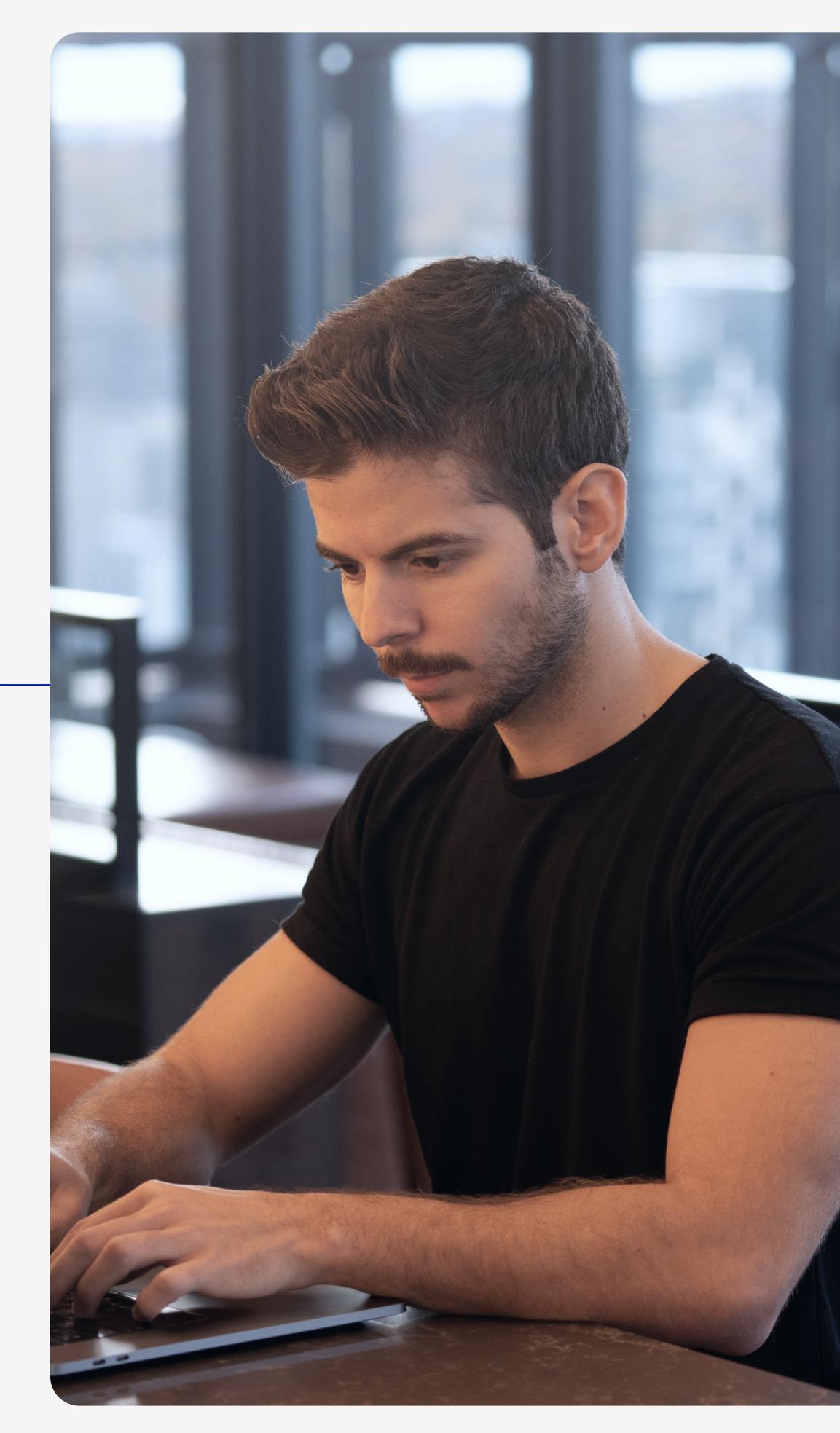


Ciklum Spain Flexible renumeration

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Flexible Remuneration



— Higher net salary and a variety of options

- Get higher net salary
- Your flexibility is the key: choose, modify and enjoy your choice
- Voluntary participation: you decide
- Products and services with **better price**: collective vs individual
- We offer different options: learning, family care, leisure, transport
- We CARE!

Tax-exempt products

Medical Insurance	Restaurant	Kindergarten	Transport	Training
Employee (covered by the company already) + spouse + children (can be added voluntary at employees own cost)	Restaurant Card (linkable to mobile wallet) Valid on Delivery and TakeAway	Authorised establishments 1st cycle infant education (0-3 years)	Collective public transport Transport Card (linkable mobile wallet)	Relevance for professional activity
Exemption: up to 500€/year per insured	Exemption: 220€/month	Exemption: No exemption limit	Exemption: 1.500€/year	Exemption: No exemption limit

Why Ciklum Spain?

Personal growth:

- Global projects
- Skilled colleagues
- Latest technologies
- Centres of Excellence

Place for your development

- Udemy license
- Tailored education path
- Challenging projects

Care

- Comprehensive benefits package
- Flexible working hours
- Option to work remotely (as per projects)

Stay tuned:

Follow our social media for:

- Events and talks announcements
- Postings of hot opportunities
- Media publications
- Ciklum's life news

