

Benefits Portfolio 2022- Odinsa

A

General Benefits

This portfolio consists of a list of benefits applicable to the entire population and with a special focus on both work and personal life balance, as well as the well-being of employees.



Life and accident policy



Coverage equivalent to 200% of the ILA – double amount for accidental death.

Disability Assistance



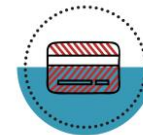
Recognition of 100% of the basic salary in case of disability of common origin.

Scholarships and educational sponsorships



Se requiere el cumplimiento de requisitos previos y la aprobación de un comité especializado.

Housing and education loans



Compliance with prerequisites and approval of a specialized committee is required.

Benefits – Support Programs



- Marriage license
- Progressive return to maternity and paternity in addition to the legal one
- Two days off in December or January
- Half day off on birthday
- Buy with PRO up to (5) days off
- Telecommuting Option
- Employee fund

Maternity:

In the case of maternity leave, the possibility of working part-time is granted during the first week upon return from leave and from the second week one hour is added to your working day until completing the 8 hours a day progressively.

Extended lactation:

The collaborators will have the right to one (1) daily hour of breastfeeding for one (1) year

Paternity:

In this case, the benefit consists of the granting of a paid leave of one (1) hour per day during the month following the return of the paternity leave.

B

Flexible Benefits

Offer of benefits to be chosen by each person, on an annual basis, from a quota established according to the level in the structure The choice of benefits will be made by each collaborator according to their preferences or moment of life.

