

## **Pension Plan Rules FAQ**

**Q: What is my VMware regular/ ordinary contribution percentage?**

A: The contribution remains 2% of pensionable earnings.

**Q: How is the VMware Extraordinary contribution percentage determined?**

A: The Extraordinary contribution remains based on the profitability of VMware Inc. as follows:

- 0% if revenues are below 80% of budget
- 1% if revenues are between 80% and 100% of budget
- 3% if revenues are in excess of budget

**Q: What is the compulsory nature of the contributions?**

A: The compulsory nature of the contribution remains unchanged. The Company undertakes to make the contributions to the pension plan provided that it has not incurred losses during 2 consecutive fiscal years, in which case the Company may freeze the making of them until the profit situation is re-established.

**Q: When are the contributions paid?**

A: Contributions will continue be paid annually in the first quarter of the following year.

**Q: What is meant by the beneficiary of the plan?**

A: Individuals who are entitled to receive the benefits derived from this Plan, whether they have been Participants or not.

In the event of retirement and permanent disability, the Participant in the Plan will be the beneficiary.

In the event of death, the following order of priority will be followed with an excluding nature:

1. Whether the person or persons designated by the Participant and the proportion or proportions that he/she had instructed, had been made at least one month prior to the date of his/her death.
2. Whether the spouse who is not legally separated or the common-law partner meet the following requirements:
  - The common-law partner must accredit having lived as a marital partner with the Participant for a minimum period of two years prior to the death;
  - The Participant must have informed the Company about the existence of the common-law partner at least one year prior to the date of death with the relevant accreditation.

*The abovementioned accreditation will be made by one of the following means:*

- By public deed in the presence of a notary.
  - By a Certificate issued by the special register for common-law couples in the Autonomous Community or Town Council of the place of residence.
3. The children, in equal parts.
  4. The parents, in equal parts.
  5. The other legal heirs.

**Q: What happens to my contributions if I leave VMware?**

A: VMware will cease to make contributions in the case of the termination of the employment agreement or in the event that the agreement is suspended with the exception of the cases of maternity or paternity leave and temporary disability. Your Individual Accumulated Fund will remain in the collective life insurance policy set out in the pension Plan.

**Q: What is the change regarding Social Security normal retirement age?**

A: The Social Security Law has established new normal retirement ages for full pension benefits (67 or 65 with 38.5 years of contributions). It extended the pension calculation period, introduced new early retirement situations, and introduced incentives for voluntary deferral of working life beyond normal retirement age. Therefore you will notice in the pension rules, that we have eliminated references to normal retirement age (65).

**Q: What new situations that may allow access to an early retirement benefit?**

A: Estate General Budget Act has been modified to include the possibility of obtaining an early retirement benefit in case of collective dismissal, individual objective dismissal and termination due to insolvency of the company.