

Collective Bargaining Agreement			Vacation Time Off Entitlement as mentioned on CBA	Additional Days of Vacation Time Off granted by VMware
VMware Spain SL	<i>Madrid Metal Trade CBA</i>	Convenio colectivo del Sector del Comercio del Metal, Cod. 28000745011982	30 calendar days (22 working days)	Additionally, VMware grants employees one (1) more day for each two (2) complete years of service up to a maximum of five (5) additional days of Vacation Time Off per Holiday year (inclusive of your CBA non-working days). For the avoidance of doubt, this means employees are entitled to a maximum of 27 working days' Vacation Time Off per Holiday Year.
	<i>Barcelona Metal Trade CBA</i>	CONVENIO COLECTIVO DE TRABAJO DEL SECTOR DEL COMERCIO DEL METAL DE LA PROVINCIA DE BARCELONA, Cod. 08000765011993	30 calendar days (22 working days)	Additionally, VMware grants employees one (1) more day for each two (2) complete years of service up to a maximum of five (5) additional days of Vacation Time Off per Holiday year (inclusive of your CBA non-working days). For the avoidance of doubt, this means employees are entitled to a maximum of 27 working days' Vacation Time Off per Holiday Year.
	<i>Consultancy CBA</i>	Convenio colectivo estatal de empresas de consultoría y estudios de mercado y de la opinión pública, Cod. 99001355011983	23 working days	Additionally, VMware grants employees one (1) more day for each two (2) complete years of service up to a maximum of four (4) additional days of Vacation Time Off per Holiday year (inclusive of your CBA non-working days). For the avoidance of doubt, this means employees are entitled to a maximum of 27 working days' Vacation Time Off per Holiday Year.
VMware International Spain SL	<i>Barcelona Metal Trade CBA</i>	CONVENIO COLECTIVO DE TRABAJO DEL SECTOR DEL COMERCIO DEL METAL DE LA PROVINCIA DE BARCELONA, Cod. 08000765011993	30 calendar days (22 working days)	Additionally, VMware grants employees one (1) more day for each two (2) complete years of service up to a maximum of five (5) additional days of Vacation Time Off per Holiday year (inclusive of your CBA non-working days). For the avoidance of doubt, this means employees are entitled to a maximum of 27 working days' Vacation Time Off per Holiday Year.