

My TOTAL REWARDS

COMPENSATION | BENEFITS | HR POLICIES

ECOLAB U.S. EMPLOYEE REWARDS

| REWARD OFFERINGS | ECOLAB PAYS ENTIRE COST | ECOLAB AND YOU SHARE COST | YOU PAY ENTIRE COST |
|--|-------------------------|---------------------------|----------------------|
| Medical/Prescription Drug Coverage <i>(includes coverage options for eligible spouse/domestic partner and dependent children)</i> | | X | |
| Health Savings Account | | X | |
| Wellness Program | X | | |
| Dental | | X | |
| Vision | | | X |
| Flexible Spending Accounts • Health Care • Limited Purpose Health Care • Dependent Day Care <i>(including eligible child and elder care expenses)</i> | | | X X X |
| Employee Assistance Program <i>(work/life support, counseling and service referrals)</i> | X | | |
| Life Insurance Plans • Basic Life • Optional Employee Life • Spouse/Domestic Partner Life • Dependent Child(ren) Life • Accidental Death and Dismemberment Insurance • Business Travel Accident Insurance | X X | | X X X X |
| Disability • Short-Term Disability • Long-Term Disability • Optional Long-Term Disability | X X | | X |
| 401(k) Savings Plan | | X | |
| Pension Plan | X | | |
| Retirement Health Care Benefits <i>(based on age and years of service eligibility requirements)</i> | | | X |
| Employee Stock Purchase Plan <i>(eligible full-time employees only)</i> | | X | |
| Long-Term Incentives <i>(executive-level employees only)</i> | X | | |
| Short-Term Incentives <i>(executive, management and certain professional-level and sales employees)</i> | X | | |
| Group Legal Services | | | X |

Continued



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|--|-------------------------|---------------------------|---------------------|
| Education Assistance Program | X | | |
| Vacation | X | | |
| Holidays | X | | |
| Other Time Off | X | | |
| • Jury Duty | X | | |
| • Bereavement Leave | X | | |
| Parental Leave | X | | |
| • Medical Leave (<i>short-term disability</i>) | X | | |
| • Paid Parental Leave | X | | |
| Discount on Day Care Services | | X | |

On-site child care and fitness facilities may be available at select Ecolab locations.