



# Compensation, Benefits, and Wellbeing

Learn about Root Capital's total compensation package. This includes wellness practices and flexible work options, as well as the intangible benefits that make us unique.

## Total Compensation Package

Root Capital's most valuable asset is our dedicated team of employees who work with commitment and passion to support our mission. Our philosophy centers on being an employer of choice, which enables us to hire skilled and diverse talent, effectively manage and develop them, and maximize their full potential. This commitment is evident in every aspect of our compensation program.

### Data-Driven Approach

We base our compensation decisions on robust country market data. This ensures that our salary ranges are competitive and reflective of market standards.

### Local Competitiveness

Our compensation program is grounded in the country market where each employee works. We strive for equity by ensuring that salaries are equally competitive across all markets.

Beyond base salary, we offer a comprehensive benefits package that is regionally competitive.

### Incentive Pay

We recognize and reward exceptional organization performance through an annual bonus. This encourages employees to excel and contribute to our collective success.

### Professional Growth Opportunities

Our commitment to our staff extends beyond compensation. We provide ample opportunities for professional development and growth. This includes several Learning Platform, a Professional development program, Leadership training and a strong language learning program in English, Spanish, and French tailored to each employee's individual skill level.

## Flexible Work Location

We offer various types of work arrangements, which are determined based on the specific role and require prior discussion with the employee's manager. Options include in office, hybrid, remote, and in exceptional circumstances, temporary remote.



In Office



Hybrid



Remote



Temporary Remote  
(Exceptional)

## Benefits

Root Capital's staff benefits program complies with the legal requirements of each country where we operate. We also provide extra benefits to promote the well-being of our staff. These benefits aim to enhance the comfort, quality of life, and financial stability of our staff. While we follow a standardized base, each region may have differentiated benefits based on what best supports well-being.

### Sick & Excused (Special leaves, including birthday)

We provide paid sick & excused leave for illness, emergencies, and doctors' appointments. Employees can also take their birthday off by drawing from their bank of "excused leave."

### Mid-Year Break

We close our offices for three-days in July or August.

### End of Year Break

We close our offices from December 24 to January 1.

### AIG International Travel Insurance

We ensure safe experiences for our travelers during their trips.

### Vacation

We offer paid time off, so our employees can rest and recharge.

### National Holidays

We provide paid time off for all national holidays, including those that fall on a Saturday or Sunday.

### Private Medical and Life Insurance

We protect the health and well-being of our staff.

## Prioritizing Staff Well-Being

As an international, multifaceted team, we place strong emphasis on the well-being of our staff. Here's how we prioritize well-being:

### Flexible Schedules

A regular work week at Root Capital is Monday through Friday, with eight working hours per day.

Employees can coordinate a flexible working schedule with their manager's approval. This lets our staff adapt their workday according to their needs. We value the balance between personal and professional lives.

### Recognition for Work

We celebrate and recognize staff's work achievements across the organization, and we also celebrate work anniversary and birthday.

### Positive Work Environment

We promote a positive, supportive work environment and a culture of trust.

Our goal is for each employee to feel comfortable, productive, and aligned with the organization's values and principles of leadership.

### Diversity, Equity, Inclusion, and Belonging (DEIB)

DEIB is essential to ensure that our staff feel like part of the organization.

We foster a respectful work environment that recognizes and accepts the unique needs, perspectives, and potential of each individual.