



Edenred

Wishes come true.

HOW TO OPTIMIZE YOUR COMPANY'S BUDGET
while motivating your employees and partners?

CHOOSE THE MARKET LEADER

EDENRED GROUP



Worldwide leader in prepaid services:

- # **42** countries
- # **43** million beneficiaries
- # **750 000** companies and client organizations
- # **1,4** million affiliated partners
- # More than **8 000** employees

In Romania, national leader:

- # 35 000 client companies
- # 1,5 milion users
- # Biggest network of affiliated partners: 65 000 outlets





600 000 SMEs



2.5 mil. employees

TICKET RESTAURANT® MEAL VOUCHERS

Most popular extra-salary benefit

Can be offered by any firm to its employees

Role: support the employees' lunch

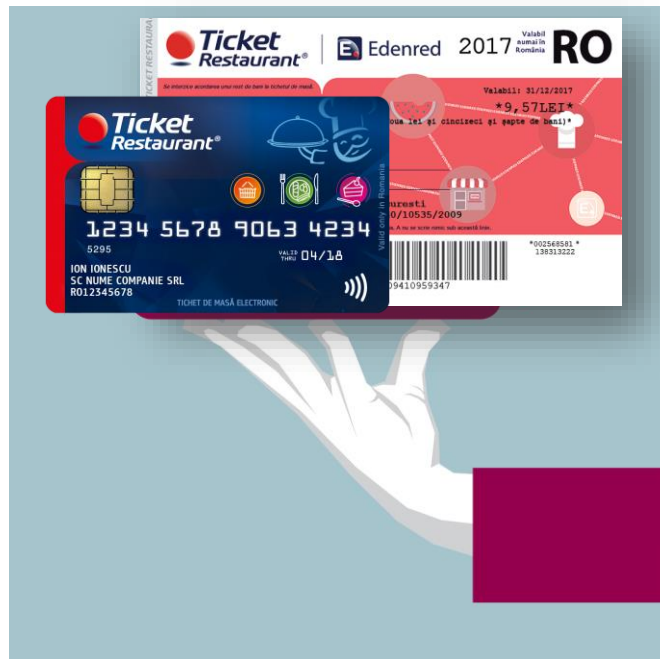
Positive impact on their health and productivity at work

One voucher for each day of work

Firms may grant each employee one lunch voucher worth maximum 15 lei for each day of work

Ordered on paper or card support

Governed by the Law 142/1998 on granting lunch vouchers



HOW CAN MEAL VOUCHERS HELP YOU OPTIMIZE YOUR COMPANY'S BUDGET?



TICKET RESTAURANT® MEAL VOUCHERS

According to the law, meal vouchers have favorable tax treatment:

- # 100% deductibility from the payment of tax on profit
- # fully exempted from the payment of employer and salary contributions
- # the total amount is subject to the 16% tax, as to any salary income



TICKET RESTAURANT® MEAL VOUCHERS

ADVANTAGES FOR THE EMPLOYER

- # Significant savings compared to salary raising
- # Additional motivation for increasing employee performance
- # Key element in negotiating the salary package

ADVANTAGES FOR THE EMPLOYEE

- # Dedicated funds for a daily meal
- # More purchasing power
- # Access to shopping in the largest network of partner merchants in Romania



How to reward your employees efficiently throughout the year



COMPLIMENTS® BENEFIT CARD & TICKET CADOU

THE PERFECT GIFTS FOR EMPLOYEES



COMPLIMENTS® BENEFIT CARD & TICKET CADOU THE PERFECT GIFTS FOR EMPLOYEES

- # Modern and memorable gift
- # The flexible solution for rewarding employees
- # Important fiscal advantages
- # The most varied network of affiliated partners



COMPLIMENTS® BENEFIT CARD & TICKET CADOU

FISCAL TREATMENT

| Occasions | Beneficiaries | Fiscal advantages |
|--|---|---|
| 8 March | Women employees | # Deductibility from payment of profit income (16%) # Exemption from payment of social taxes # Exemption from payment of income tax (16%) |
| Easter* | All minor children belonging to employees All employees (with or without minor children) | |
| 1 June | All minor children belonging to employees All employees (with or without minor children) | |
| Christmas* | All minor children belonging to employees All employees (with or without minor children) | |
| *or similar holidays from other religious cults The maximum tax free value is: 150 lei / event / person | | |

The fiscal regime of Compliments® Card is treated by the law 227/2015 regarding the Fiscal Code. Gift vouchers are governed by Law 193/2006.



EDENRED CUSTOMER REFERRAL PROGRAM

WE REWARD YOU FOR RECOMMENDING US NEW CUSTOMERS



We are happy to offer you a bonus for recommending us a Ticket Restaurant client.



| Bonus for Ticket Restaurant® referrals | |
|--|-------------|
| Number of employees | Bonus value |
| 1 - 10 employees | 100 lei |
| 11 - 20 employees | 150 lei |
| Over 21 employees | 200 lei |



Please use the following link to send referrals: www.edenred.ro/recomanda



CONTACT

Andreea Meiroșu

Marketing & Communications Manager
andreea.meirosu@edenred.com

Edenred Romania SRL

133 Șerban Vodă Street, Sector 4, 040205, Bucharest
J/40/5659/1998
RO10696741
Social capital: 52.354.536 lei



ISO 9001 certified market leader,
guarantee of an impeccable service.



of Edenred customers declare that they are
satisfied with our collaboration -
a survey of Mkor Consulting, 2016.



Edenred promotes healthy eating habits
through the Hai la 1 la masă program.



Edenred supports innovation through
digital solutions.

SGS

Edenred is the only meal card
issuer certified for the actual
number of affiliated stores.