THE TESLA LIFE

Benefits Guide
Germany
Welcome to The Tesla Life

We are proud to have a company filled with exceptional people and believe everyone deserves equally exceptional benefits to perform at their best. This is why we offer a benefits package designed to support you and your family. From stock and ownership in the company to healthcare, Tesla provides a range of benefits for a healthy life.

This guide takes you through the various health, wealth, and perks offered to you and your family. You'll find information on our benefits website, TheTeslalife.com, which has been carefully designed to make understanding your benefits and choices simple and easy. You can access this site from home so you and your family can connect any time to your portfolio of helpful resources, including perks and support services.

Please take the time to review the information in this guide and on TheTeslalife.com. We're here to help, so reach out to HR with any questions or suggestions about The Tesla Life.

In Good Health,

Arnon Geshuri
Vice President, Human Resources
Taking care of your Health

At Tesla, one of our priorities is to give you and your family access to great health coverage. And with The Tesla Life, you and your family gain access to resources promoting well-being and a healthy lifestyle.

Extended Healthcare
As a German employee, you are entitled to medical coverage through the health insurance provider of your choice. Tesla pays a 50% share of the private health insurance contribution for you as well as for your family members.

Computer Glasses
To ensure your work conditions won’t affect your vision, Tesla set up a computer glasses policy. Computer glasses may be given to workers who regularly, and during a significant part of their workday, are performing work in front of a computer screen.

Questions?
Check out TheTeslaLife.com for more information and details.
Building your Wealth

Tesla's savings programs can help you build towards your retirement. Our programs will help you achieve success today and assist you and your family as you prepare for the future. Whether you are just getting started with a financial plan or you are well on your way to meeting your savings goals, you'll have the flexibility to personalize your participation in the Tesla savings plans.

Personal Pension Plan

In addition to the state program (for more information, www.deutsche-rentenversicherung.de), Tesla offers a benefits plan provided by AXA. It gives you the opportunity to increase your own old-age pension. There is no automatic enrollment; you have to request it and to agree that your personal data are forwarded to AXA.

There are two pillars in this plan:
- The basic plan: Tesla Motors pays 2%–3% (depending on seniority) of your basic gross salary into your contract. A contribution by you is not necessary.
- The matching plan: If you pay your own contribution of your gross salary up to 4% of the social security contribution ceiling (SSCC), Tesla Motors will duplicate your contribution (100% match) – limited by an amount depending on a cap of 2% of SSCC.

Your contributions are paid into a direct insurance. This conversion is exempt from taxation and social insurance contributions up to an amount of 4% of SSCC. Tesla Motors contributions (basic and matching plan) are always paid into a support fund, also exempted from taxation.

Employee Stock Purchase Plan (ESPP)

Through this program, you can purchase company stock at a 15% discount off the market price at either the beginning of the six-month offering period or the market price at the end of the offering period, whichever is lower.

Offering periods begin March 1 and September 1, and purchases are made on the last day of each offering. You purchase shares through after-tax contributions made through payroll deductions that accumulate during the six-month offering period.

Shortly after the shares are purchased, they are deposited into your E*TRADE Stock Plans account where you can hold onto them as long as you want or, subject to Tesla’s Insider Trading Policy, sell or gift the shares without any holding period restrictions.

Equity Incentive Plan

To give every employee the opportunity to own a portion of the company whose success they’re helping to drive, Tesla created the Equity Incentive Plan. The plan allows Tesla to recognize outstanding work performance and allows employees to benefit from Tesla's continued success.

The value of vested Tesla shares of stock can be a significant portion of your total compensation.

You can personally contribute to that value through innovation, efficiency, and commitment to quality. Hard work is as evident in the exceptional products we deliver to customers as it is in the performance our stock delivers to our employees as compensation. Tesla has partnered with E*TRADE Financial to keep Equity Incentive Plan participants updated on the status of their accounts.

Questions?

Check out TheTeslaLife.com for more information and details.
Life, AD&D, and Disability

At Tesla, we believe in being there for you and your family in the event something unexpected happens. Our life insurance and disability programs reflect this commitment to you.

Long-Term Disability

Long-term disability is covered as part of your pension plan. In case of long-term disability, the insured benefits will be preserved to the full amount without additional contributions (waiver of premium). In addition, a disability pension will be paid to the amount of the insured old-age pension.

AD&D Insurance

Through ACE insurance, Tesla covers all occupational and non-occupational accidents, 24 hours per day. This insurance offers the possibility to cope with financial consequences that occur because of accidental death or accidental permanent disability. Depending on your disablement, you may receive a lump sum of your annual salary. For accidental death, coverage is one times salary to a maximum of € 100,000. For permanent total disability, coverage is two times salary to a maximum of € 200,000 (with additional benefit starting from 70% disablement).

Salary is calculated as 12 times monthly gross salary at the time of accident, plus gratifications and additional payments.

Short-Term Disability

By law, Tesla pays you for the first six weeks of illness. After six weeks of paid sick leave provided by Tesla, you fall back to the legal benefits (www.gesetze-im-internet.de/entgfg/__3.html).

Life Insurance

To meet your personal needs and concerns, Tesla offers you a choice between two pension plan package deals:
- Package deal 1: Upon death before the starting date of pension payments, a non-recurring capital distribution of the contributions paid for the old-age pension will be effected. If death occurs after the starting date of pension payments, pension payments will be granted for at least 10 years from the starting date of pension payments (period of guaranteed pension).
- Package deal 2: Upon death before the starting date of pension payments, a non-recurring lump sum compensation (100% insured old-age pension). If death occurs after the starting date of pension payments, pension payments will be granted for at least 10 years from the starting date of pension payments (period of guaranteed pension).

You can change your choice every five years or on the occasion of special events, such as marriage for example.

Within the matching plan, you also benefit from a life cover for your contributions.

Questions?

Check out TheTeslaLife.com for more information and details.
Benefiting from Tesla Perks

Tesla Perks make your life easier, more affordable, and enjoyable. We have a growing range of perks to choose from, so there’s something for everyone from discounted gym memberships to discounts on goods and services, all featured on TheTeslaLife.com.

**GuidanceResources**

Staying healthy, managing money or relationships, and raising children – these are just a few of the issues that make our lives both exciting – and challenging.

GuidanceResources is a program that offers basic and completely confidential counselling, financial, and legal resources to you and your family, free of charge.

GuidanceResources is available 24 hours a day, 365 days a year. Plus, it’s free to you and all of your family members.

For more details about GuidanceResources, please visit www.guidanceresources.com (WebID: TESLA) or call 0800 186 0238.

**Business Travel Insurance**

This plan provides 24-hour support, including pretravel assistance, medical travel services, and personal security assistance.

You also have access to concierge services for local recommendations and arrangements. This plan also provides coverage for lost baggage or personal effects.

**Employee Discount on Tesla Wear**

Get the latest Tesla gear for 35% off with your employee discount.

Stop by your nearest Tesla store with the code available on TheTeslaLife.com to get your discount (please bear in mind that the offer may not apply to some items).

Questions?

Check out TheTeslaLife.com for more information and details.
# Contacts

For any question regarding your benefits at Tesla, feel free to contact your Local Tesla HR. Or, if you’d like to contact one of our benefit partners directly, you can reach them through the websites, emails, and phone numbers below.

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Tesla Motors, Inc. reserves the right to terminate, suspend, withdraw, or modify the benefits described in this document, in whole or in part, at any time. No statement in this or any other document, and no oral representation, should be construed as a waiver of this right.

This is not a legal document. Please refer to the summary plan description for detailed information. This document is not intended to cover every option detail. Complete details are in the legal documents, contracts, and administrative policies that govern benefit operation and administration.

If there should ever be any differences between the summaries in this guide and these legal documents, contracts, and policies, the documents, contracts, and policies will be the final authority.